

To Whom It May Concern,

Of most importance to you, I have designed curriculum at the highest levels in the United States Air Force, I have commanded teaching departments responsible for the professional military education of the Nation's warriors, and my post-graduate education focused upon instructional design and adult education.

Additionally, if you could design the perfect Director for your Organization, would the following help you prepare for tomorrow's challenges?

€ Pursuit of excellence to leverage the budget process into programs that develop mission critical needs for our customers – utilizing cutting-edge performance measurement techniques.

€ Teamwork that extends into the community while emphasizing resource optimization.

€ Diversity in all facets of the corporate culture that promote inclusion while accelerating positive organizational change.

€ Integrity to think, plan, and act for the best, but accommodate the worst...and do both while abiding by ethical business practices and optimizing governance and portfolio management.

In Corporate America, I have provided Project Management leadership in the Power Sports environment and the Financial Sector. Specifically, for one-and-a-half years at Wells Fargo, I worked credit risk policy, operational risk mitigation, internal audit review, and financial reform projects.

Before that, I was a leader and educator with 27 years in the United States Air Force. My military resume contains examples of programs rescued, demanding customers well-served, and value delivered—all under the most difficult of circumstances.

I love what I do. The Air Force promoted me to very responsible positions and I am now successfully employed in Corporate America. I am ready to put all of my energy, talent, and skills to work in your organization. I know that my philosophy and track record will appeal to you.

Sincerely,

Anthony Senci

Anthony "Tony" Senci



PROFILE

Successful Senior Manager in Corporate America and Retired Senior Military Officer with unblemished credentials and experience in multiple arenas. Proven success in all environments.

Civilian: Project Management leadership across a broad spectrum impacting the financial sector and, now, the Power Sports environment. Successful collaborations with all demographics from the United States, Europe and Asia.

Military: Leader and educator with 27 years of active duty military experience working and flying in various capacities from the squadron to joint command levels. Extensive counter-terrorism, international security, and diplomatic experience in Southeast Asia. In command, I was the Defense and Air Attaché, US Embassy Manila, Republic of the Philippines. Before that, I was Vice Commander for Civil Air Patrol-United States Air Force; the only congressionally chartered Air Force Auxiliary. **Operationally**, other assignments include first-time command of an Expeditionary Airlift Squadron in support of Operation IRAQI FREEDOM. I am a command pilot with nearly 5,000 hours of combat and combat support fixed-wing flight time in numerous aircraft to include the EC-130H, C-141B, C-5A/B and C-12C/D. **Academically**, I have taught at Squadron Officer School and Air Command and Staff College.

PROFESSIONAL EXPERIENCE

PROJECT MANAGER / IT MANAGER, C&L COMPANIES, INC. 2012-Present

- Manage process improvement initiatives and plan/execute all projects facilitating product development for timely introduction to the market.
- Strategically utilize information technology to plan, direct, and coordinate electronic data processing and systems analysis.
- Ensure organizational operation and security of network, database, and information systems.
- **Key Achievements**
 - **Project Management;** orchestrating 19 projects impacting product offerings across six companies.
 - **IT Management;** supervising two in-house specialists responsible for the technology backbone connecting 42 employees, stateside and overseas production, and three warehouse operations.

PROJECT MANAGER, MIDWEST PROJECT PARTNERS, INC. 2011-2012

- Assigned to Wells Fargo Home Mortgage Headquarters, Joint Ventures (Des Moines, Iowa)
- Signed-on for three projects; closed-out the assignment working eight.
- **Key Achievements**
 - **Credit Policy Risk Assessment;** tracking all credit policy changes impacting Joint Ventures operations.
 - **Operational Risk Mitigation;** vetting sales processes, products / programs, and line of credit procedures.
 - **Internal Audit Review;** line item review of all internal reporting and recording in preparation for biennial audit.
 - **Managed Digital Subscriber Line (DSL) Project;** coordinating DSL connectivity improvements for 1,000 Joint Ventures sites.
 - **Retail Field Support;** relaying support issues to Vice President-level Wells Fargo employees. The conduit to Wells Fargo Home Mortgage Headquarters.
 - **Financial Reform;** managing Dodd-Frank Reform Act impacts for Compensation, Fair Labor Standards Act (FLSA), and Pricing.

More Indicators of Proven Leadership...

Anthony "Tony" Senci

- o **Joint Ventures Dissolutions;** Implementation Manager for the closing of 16 Joint Ventures mitigating loss of Federal Preemption impacts.
- o **State Licensing, Legal Agreement, and Support Procedures;** formulating over 61 separate procedures in accordance with Dodd-Frank Reform Act guidelines.

DEFENSE AND AIR ATTACHE, US EMBASSY MANILA, PHILIPPINES

2007-2011

- Senior Defense Attaché in a high threat critical area of South East Asia, Republic of the Philippines.
- Represents the Secretary of Defense to the host nation government.
- Advises the Ambassador on current Political-Military issues.
- **Key Achievements**
 - o #1 of 4 Air Force Defense Attaches in Asia-Pacific, navigating the joint environment with ease.
 - o #1 of 18 Defense Attaché Offices in South Asia.
 - o Orchestrated SECDEF visit, strategic United States and Philippines initiatives formulated.
 - SECDEF to Ambassador "Best ground operations this year!"
 - o Unanimous selection as Dean, Foreign Armed Forces Attaché Corps...the multi-national leader.
 - o Led first-time USS GEORGE WASHINGTON Carrier visit, attended by the Philippine President.
 - o Inspector General Inspection, zero findings; Chief, Attaché Operations "This is the new standard!"

VICE COMMANDER, CIVIL AIR PATROL-UNITED STATES AIR FORCE

2005-2007

- Planning, programming and budgeting for a \$41M annual operating budget.
- Advice, liaison and oversight for 55,000 cadets/members, 1,500 units, 530 aircraft and 950 vehicles.
- Supports 350 personnel assigned to 8 liaison regions and 52 wings in the US and Puerto Rico.
- **Key Achievements**
 - o #1 of 9 Air University Deputies.
 - o Propelled Civil Air Patrol (CAP) into first-time homeland security and border patrol operations.
 - o Directed a comprehensive \$10.5M GWOT program and worked an \$18K operations upgrade.
 - o Air Force Chief of Staff-directed liaison billet; utilized \$120K reimbursable purchase request.
 - o Oversight of 20 aircraft/\$7M inventory reduction; in-line with DoD excess property guidance.

VICE DEAN, OPERATIONS, AIR COMMAND AND STAFF COLLEGE (ACSC)

2005

- Co-leads 3 academic departments and 3 staff organizations with 125 military/civilian faculty members assigned including 16 field grade officers from 3 sister services and 3 allied air forces.
- Manages over \$2M budget. Supervises 16-member support staff responsible for information technology, budgeting, and publishing.
- **Key Achievements**
 - o #1 of 30 Lieutenant Colonels.
 - o Dismantled \$120K contractual log jam...enabled groundbreaking "Theory of Constraints" training.
 - o First-time Air Force Association Air and Space Conference Attendance; 600 students mentored.
 - Handled with ease, one for the record books; Air Force Chief of Staff "Spot On!"
 - o Major Command impact; Curriculum Development paper briefed as "Best Practice."

DEPUTY CHAIRMAN, INTERNATIONAL SECURITY AND MILITARY STUDIES, ACSC

2003-2005

- Co-leads 30 faculty including Air Force, Army, Navy, international exchange officers and civilians.
- Graduate-level research advisor for students investigating air and space power topics.
- **Key Achievements**
 - o #1 of 110 faculty members.
 - o Delivered first-ever Operation DESERT STORM lecture; took the war on to the stage.
 - Put the facts into perspective; first-time lecture for 583 students who only read about the war.
 - o Leadership the hallmark, excellence the norm...Operational Readiness Inspection "Outstanding!"

More Indicators of Proven Leadership...

Anthony "Tony" Senci

COMMANDER, 781ST EXPEDITIONARY AIRLIFT SQUADRON, MORON AB, SPAIN 2003

- 436th Airlift Wing's first-time command of the 781st Expeditionary Airlift Squadron.
- Molded a 33-person team of active duty, reserve, and guard members into a cohesive unit.
- **Key Achievements**
 - Planned/executed first C-5 Operation IRAQI FREEDOM missions into Balad Airfield; lives saved.
 - Team lead for C-5 spiral up/down tactics; mitigated man-portable missile threat.
 - Wartime operations; 160 missions, handled 16M lbs of cargo, and carried over 1,600 passengers.

OPERATIONS OFFICER/C-5B AIRCRAFT COMMANDER, 9TH AIRLIFT SQUADRON 2002-2003

- Plans and executes all flight/ground training programs, manages upgrade/continuation training requirements and oversees the accurate documentation of flight records for over 280 crew members to ensure the full combat capability of the squadron is maintained.
- Commands and pilots the \$185M C-5 on global missions projecting time-critical passengers/cargo.
- **Key Achievements**
 - #1 Operations Officer, #1 of 87 officers.
 - First-ever deployment of C-5 aircrews into combat; developed/proved Afghanistan/Iraq tactics.
 - 300% ops tempo; 350 flying missions, 15.3K hours, 131M lbs cargo/33.2K warriors to the fight.
 - Spearheaded \$22K building renovation; highlighted command's "Resource Advisor of the Year."

CHIEF PILOT/C-5B AIRCRAFT COMMANDER, 9TH AIRLIFT SQUADRON 2001-2002

- Plans and executes all flight/ground training programs and manages upgrade/continuation training requirements for over 70 pilots to ensure the full combat capability of the squadron is maintained.
- Commands and pilots the \$185M C-5 on global missions projecting time-critical passengers/cargo.
- **Key Achievements**
 - #1 of 80 officers, #1 of 14 Lieutenant Colonels; Lance P. Sijan Award for field grade leadership.
 - Top flying squadron, 100% completion of training requirements; #1 priority despite war effort.
 - Planned/executed Air Mobility Command's 1st post-11 Sep air show; 2-day preeminent event.
 - Rewrote security plan, now the Air Force blueprint; hosted 75 aircraft and 160K attendees.

SUMMARY OF PRIOR EXPERIENCE

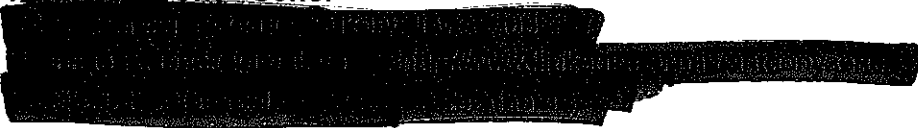
- | | |
|--|-----------|
| • Assistant Air Attaché, US Embassy Manila, Philippines | 1997-2001 |
| • Deputy Director of Mission Support, Squadron Officer School | 1994-1997 |
| • Flight Commander/C-141B Instructor Aircraft Commander, 18 th Airlift Squadron | 1990-1994 |
| • Undergraduate Pilot Training, 86 th Flying Training Squadron | 1989-1990 |
| • Navigator, EC-130H, 43 rd Electronic Combat Squadron | 1987-1989 |
| • Navigator, EC-130H, 41 st Electronic Combat Squadron | 1985-1987 |
| • Undergraduate Navigator Training, 451 st Flying Training Squadron | 1984-1985 |

EDUCATION AND PROFESSIONAL DEVELOPMENT

- | | |
|---|------|
| • President, Iowa Chapter, United States Air Force Academy Association of Graduates | 2012 |
| • Member, Project Management Institute (PMI) | 2011 |
| • Air War College (correspondence), Maxwell AFB, Montgomery, Alabama | 2004 |
| • Joint Forces Staff College, Norfolk, Virginia | 1997 |
| • Air Command and Staff College, Maxwell AFB, Montgomery, Alabama | 1997 |
| • Masters in Adult Education (Instructional Design), Troy University, Montgomery, Alabama | 1996 |
| • Academic Instructor School, Maxwell AFB, Montgomery, Alabama | 1994 |
| • Squadron Officers' School, Maxwell AFB, Montgomery, Alabama | 1988 |

More Indicators of Proven Leadership...

Anthony "Tony" Senci



- Lifetime Member, Air Force Association 1985
- Lifetime Member, United States Air Force Academy Association of Graduates 1984
- BS, Humanities, United States Air Force Academy, Colorado Springs, Colorado 1984

COMPUTER SKILLS

- Expert in Microsoft Word, PowerPoint, Excel, Outlook, Project, Visio and advanced Internet search protocols.

SECURITY CLEARANCE

- Previous Top Secret/SCI with the Defense Intelligence Agency, Washington, DC.
- Valid Polygraph on-file with the Defense Intelligence Agency, Washington, DC.

Anthony "Tony" Senci
[REDACTED]
[REDACTED]
[REDACTED]

PROFESSIONAL REFERENCES (MOST RECENT ASSIGNMENTS)

AMBASSADOR HARRY K. THOMAS, JR., REPUBLIC OF THE PHILIPPINES
United States Embassy Manila, Republic of the Philippines
[REDACTED]
[REDACTED]

Ambassador Thomas has seen my work at first hand.

JON SKELLY
Regional Director, Veterans Affairs, Republic of the Philippines
[REDACTED]
[REDACTED]

Jon Skelly and I worked together for over four years.

JANE WHALEN
President, Midwest Project Partners, Inc.
[REDACTED]
[REDACTED]

Jane Whalen was my first employer upon retiring from the U.S. Military.

KAROLYN BAKER
Implementation Manager, Wells Fargo Ventures, LLC
[REDACTED]
[REDACTED]

Karolyn Baker was my previous supervisor at Wells Fargo.

KEVIN LARAIA
Vice President, Chief Operations Officer, Cetera Financial Group
[REDACTED]
[REDACTED]

Kevin Larala has seen my work at first hand for over 27 years.

John S. Soper, Ed.S

[REDACTED]
June 14, 2013

Susan Churchill
Iowa Department of Administrative Services
Hoover State Office Building
1305 East Walnut, Level A
Des Moines, Iowa 50319-0150
Fax: 515-281-6450

To Susan Churchill - Iowa Department of Administrative Services,

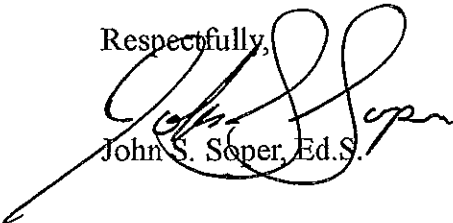
Though I have completed the on-line application, I am also sending this packet that includes:

letter of interest
salary statement
resume

These documents are specifically written for the position of the Director of the Department of Education. The on-line application did not allow for this type of specificity with the cover letter.

Thank you for your attention to this packet and I will contact your office at the end of this week regarding the position and to confirm the arrival of this packet.

Respectfully,


John S. Soper, Ed.S.

John S. Soper, Ed.S


June 14, 2013

The Honorable Terry Branstad
Office of the Governor
1007 East Grand Avenue
Des Moines, IA 50319

Dear Governor Branstad,

I am writing you as a fellow Iowan and as an educator to let you know that I would be honored to be a part of your education team. I grew up in Iowa and I am a product of an Iowa education. This along with my passion and experience of providing children with an excellent education make me an excellent candidate for the Director of the Department of Education. You are looking for a leader who can bring you experience and knowledge in working with educational boards and stakeholders, providing development and oversight of key educational programs, and has administration experience with larger educational systems. I can bring you the knowledge and skills from these experiences and more.

I am a uniquely qualified individual due to my experiences as a father of five, a husband of 15 years, a teacher, an administrator, an educator in both private and public institutions, and as an educator who has worked abroad and throughout the United States, including Iowa. I have had the opportunity to exercise educational leadership for my family and community and I am proud to be from a state where the governor, you Gov. Branstad, believes in the same educational leadership for families. With your new education reforms starting in July, you will need someone with my collaborative skill set. My 20 year professional journey in education has required me to wear many hats and these experiences have guided me to you.

For the past 2 years and for several years prior, I have worked closely with one of the largest Head Start Consortia in the country. Spread over two counties and servicing 11 school districts, the ESJC Head Start Consortium services over eleven hundred 3 and 4 year old children, parents, and families. I have been a member of the Head Start Governance Board serving on the Policy Council as the representative for St. Joseph County. At these meetings we review new policy, budget allocations, human resource issues, and program changes. I have provided the panel with insight and oversight. The executive director states that I advise and role model "...to assist parents in making decisions with respect to policies for the Head Start program, grant, personnel, programming concerns, and fiscal decisions." I have also consulted and collaborated with this Head Start Consortium on many projects.

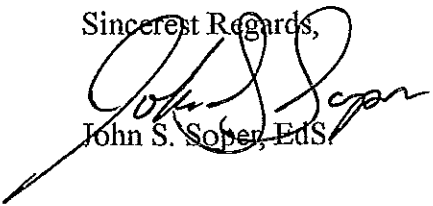
I want to help your team build support for and implement effective state-wide school reforms. I have experienced firsthand, yet know how to work collaboratively with, the prevailing mindset of educators that are a key element to accomplishing the improvements to education that you and I would like to see. I have been a member of district strategic planning committees, vision and mission design teams, and held the position of staff development facilitator. As a member of the Operational Design Team for the South Bend Schools Strategic Planning Committee, we are creating ways to achieve the five year plans of the district. These roles, along with my many others, have provided me the experience and understanding of education vision building, strategic planning, and management that will allow me to bring your vision for Iowa schools to life. My strongest skill is the ability to build constructive

relationships with all constituents, to create data driven strategic action plans, and to build bridges between all members by identifying common beliefs and focusing on common vision and values between these groups. This is the most crucial skill for a director at the state level and I can bring this to your team.

Finally, I have worked in a multitude of education settings throughout the world. I have worked in the predominantly Hispanic populations of San Antonio while I was with the Northside Independent School District. I have also worked with the overseas populations while I worked with the International Schools Group on the Arabian Peninsula. I also bring the first hand experience of studying and working in the schools of Iowa. I was a student and graduated from the West Des Moines schools. I also graduated from two of our state universities. Additionally, I was able to work for several years as a teacher and administrator for the Des Moines Public Schools. Finally, I have been working in the urban setting of South Bend, Indiana. These were all medium to large school districts that provided me with the unique opportunity to work with different socio-economic and culturally diverse populations. During those times, I worked in traditional schools, magnet schools, and Pre-K through 8th grade educational settings. I worked as a consultant, presenter, representative, trainer, director, administrator, and teacher and loved every opportunity I had to be a part of committees, teams, and learning groups. My professional journey gives me a clear knowledge of the expectations placed upon students, teachers and districts. It also allows me to connect and relate to all the stakeholders involved in this growing and changing landscape of education.

I am an excellent project manager, trainer, and collaborative leader. Collaboration is important and trust in your team is a key component to effective collaboration. Building relationships with the community and providing leadership to the Department of Education is something that I can and will bring to your administration. I am also a conservative in education who believes that all students can succeed and that you are working hard to make that a reality for all Iowans. I would be honored to have an opportunity to meet with you and to be a part of your team. I will contact your office next week to talk about how I can help your policy promotion, analysis and development teams as the Director of the Department of Education for the State of Iowa.

Sincerest Regards,



John S. Soper, EdS

John S. Soper, Ed.S

[REDACTED]
June 14, 2013

Susan Churchill
Iowa Department of Administrative Services
Hoover State Office Building
1305 East Walnut, Level A
Des Moines, Iowa 50319-0150
Fax: 515-281-6450

To Susan Churchill - Iowa Department of Administrative Services,

It was requested to submit salary requirements for the:

Director of the Department of Education
ID Number: 12221BR

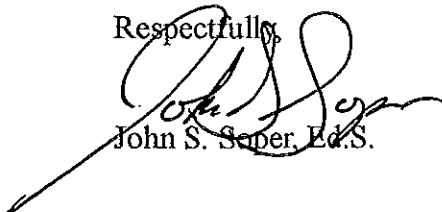
I would expect a salary commensurate with an educator of 20 years of experience and with an Educational Specialist (Ed.S.) degree for education leadership as a superintendent.

\$130,000 per year with customary benefits and opportunity for salary increase based on negotiated benchmarks.

It would be an honor to lead with Gov. Branstad, and money was not a deciding factor in applying for this position.

My certificates and license was submitted with my on-line application. Please let me know if you would like them e-mailed, faxed, or mailed to you.

[REDACTED]
Respectfully,


John S. Soper, Ed.S.

John S. Soper, EdS.

EXECUTIVE SUMMARY

An experienced, Spanish speaking, motivational leader who is able to coordinate services between departments and develop capacity within staff. Demonstrates a keen ability to communicate the mission and vision of the organization to its constituents and is able to develop stakeholder commitment to the mission of improving student achievement. Self-motivated learner, teacher, and leader who is able to draw from his diverse domestic and foreign experience and training to provide a safe and successful learning environment for all students. An eclectic background with 20 years of experiences. Uniquely qualified to enhance an organization's vision and mission. Insight and understanding into the intellectual barriers that prevent organizations from implementing successful and sustainable change. Strengths include an ability to overcome and to bridge ideologies in order to accomplish an organization's overall vision and goals. A diverse journey that provides the ability to communicate effectively with all members of the community, a crucial quality that is needed in today's leaders. An excellent project manager, trainer, and collaborative leader. Collaboration is important and trust is a key component to effective collaboration. Will bring an ability to build trusting relationships with the community and provide collaborative leadership to your organization.

SUMMARY OF QUALIFICATIONS

11 years of administration experience at building and organizational level
11 years of teaching experience
Experience with human relations, staff relations, and collaborative practices
Staff Development Facilitator
Project Management Experience
Literate in Spanish
School Safety Specialist Training

EXPERIENCE

2004-2013 **Administration, South Bend Community School Corporation**

The positions held include building principal, program director, building supervisor, assistant principal, consortium consultant, and presenter. Major responsibilities include supervision of 30-70 personnel, including recruitment, training and retention of personnel, providing leadership and training for teacher development and instructional practices, the implementation of district initiatives focused on student performance for up to 740 students per building, supervise and manage the implementation of federal and state programs and special education services and policies, facilities management and supervision, developing safe and secure learning environments, developing FEMA compliant safety plans, attending seminars for school safety certification, coordinating and facilitating multiple programs from Pre-K to 12th grade, promotion of character and social development programs, developing and maintaining a climate of respect, cooperation, and reflection, building capacity in the staff, managing special needs programs, coordinating the implementation of individual learning plans, providing parent

opportunities to participate in the education of their children, providing social services assistance to families, planning and implementation of family events, celebrations, community building activities, developing connections with outside community organizations to assist students and families, coordinating the opening of a new school, transferred schools to new facilities, managed the implementation of a NAEYC accreditation process, provided organizational training and consulting.

2002-2004 Teacher / Assistant Principal, Pleasant Hill Elementary, DMPS

3rd Grade self-contained classroom teacher

Assistant Principal

Acting Principal for 2 months

BIC (Building Intervention Cadre)

Character Counts Committee

Literacy Committee

Phase III Committee

Reading and Writing Study Group

Guiding Reading Study Group

District Continuous School Improvement Advisory Committee

1998-2002 Teacher, Asir Academy, International Schools Group, Saudi Arabia

Middle School Mathematics - General Math, Pre-Algebra, and Algebra.

Remedial Reading and Writing - First Grade through Sixth Grade

3rd Grade self-contained classroom teacher

Vice-Principal Appointment in 2001 (RIF terminated position)

District Staff Development Facilitator

District Teacher Leader Committee Member - designed "Teacher Leader Program"

District Mission and Belief Statement Committee

Brain-based Teaching and Learning Research Groups

Calendar Committee

Continuous Improvement Plan Committees

PTO Vice President

Parent/Student Advisory Committee (PSAC)

1993-1998 Teacher, Northside ISD, San Antonio, TX

4th Grade self-contained classroom teacher at Gregorio Esparza Accelerated Elementary

3rd Grade self-contained classroom teacher at Mary Hull Elementary

Analysis and Implementation of Standardized Test Scores

District Communications Representative

Brain-based Teaching and Learning Research Groups

Technology Committee Facilitator

Math Committee

Science Committee

EDUCATION & LICENSES

2011-2012 Education Specialist (EdS.), *Indiana State University*, Terre Haute, IN

Indiana Superintendent License (2012-2017)

1995-1997 Master of Education Administration, *Trinity University*, San Antonio, Texas

Indiana Administrator License (2004-2014)

Iowa Secondary and Primary Principal Certificates and Evaluator Approval (2002 – 2007)

Texas State Mid-Management Administrator License PK-12 (1997 – 2002)

1991-1993 Teaching Certification, *University of Northern Iowa*, Cedar Falls, Iowa

K-6 Iowa Classroom Teacher License

K-12 Iowa Spanish Teacher License

1-8 Texas State Teacher Certificate (Lifetime)

1986-1991 Bachelor of Arts, Spanish Language, *University of Iowa*, Iowa City, Iowa

CONTINUING EDUCATION, TRAINING, and PROFESSIONAL ORGANIZATIONS

2011-2012 Adaptive Schools, Facilitating Collaborative Groups – South Bend CSC

2011-2012 Educator's Teaching and Learning Initiative – South Bend CSC

2011-2012 Leadership Coaching for High Results – South Bend CSC

2011-2013 Head Start Policy Council Member – Elkhart and St. Joseph Counties Consortium, IN

2011-2012 Pack Leader – Pack 10 Cub Scouts – Granger, IN

2011 FEMA Emergency Management Training – SBCSC On-line training

2010 8-Step Data Driven Instructional Process – Indianapolis, IN

2009 5 Lenses of Powerful Instruction Training – South Bend CSC

2008-12 Indiana School Safety Specialist Training – Indianapolis, IN

2009 WestEd Reading Apprenticeship Training

2008 National Head Start Association (NHSA) Annual Training Conference – Nashville, TN

2008 The Developing and Learning Brain seminar by Ann Anzalone

2007 DECA (Devereux Early Childhood Assessment) Program – South Bend, IN

2006 Stephen Covey's Four Roles of Leadership – South Bend, IN

2004 Iowa Regents' Collaborating Teacher Workshop

2003 HeartMath seminar

2000 & 2001 Near East South Asia (NESA) Conferences – Bangkok & Istanbul

2000 Principal Training Center (PTC), Creating and Managing Effective Schools – Miami

1999 The Arabian Reading Association (TARA) Conference – Bahrain

1998 European Council of International Schools (ECIS) Conference – Hamburg

1995-97 International Alliance for Learning (IAL) Conferences – San Diego, El Paso & San Antonio

IB/ PYP Program Training

6 Traits + 1 Writing

Susan Kovalik Integrated Thematic Instruction

University of Chicago School Math Program

REFERENCES – Contact information available upon request

Kathy Guajardo – Executive Director, Elkhart and St. Joseph Counties Head Start Consortium

Scott Kovatch, MSW – Assistant Superintendent and mentor, Baugo Community Schools, Elkhart

Dr. Patricia O'Conner – Superintendent, Whitley County Consolidated Schools, IN

Maritza Robles – Retired Director of Bilingual Programs, SBCSC, South Bend

Norma Hudson – Superintendent, International Schools Group, Dhahran, Saudi Arabia

Susan Hartzell – Retired teacher, SBCSC, South Bend

Karen Salvador - Instructional Coach, SBCSC, South Bend

Wendi M. Sparks [REDACTED]
[REDACTED]

June 06, 2013

RE: Teacher

To whom it may concern:

Please review the enclosed resume, which highlights the skills and accomplishments that will enable me to contribute to your team. During my years of schooling and experience in the classroom with Elementary Education, I have demonstrated leadership, independence with handling situations, superior work habits with the teachers, students, senior administrators and parents. I would appreciate the opportunity to meet with you to discuss employment opportunities.

I enjoy the challenges, responsibility, goal settings involved in my work as well as applying my abilities to real-world situations.

Thank you for taking the time to review my qualifications. I would appreciate the opportunity to interview and answer any questions that you may have.

Sincerely,

Wendi M. Sparks

Wendi M. Sparks

I have a Bachelor's Degree in Education, and I am currently looking for a teaching position to apply my leadership abilities. I am always willing to apply myself and very eager to accept new challenges with extreme motivation and determination. I have worked as an Administrative Assistant at Terrus Real Estate Group while performing daily clerical duties. I have six years experience in the administrative position and proficient in Microsoft, PowerPoint, Excel and Outlook. With my experience in the call center, and project management, I know the importance of attention to detail with high accuracy. I strive to perform all activities in a manner that will promote students to do their best.

Education Employment

2010 – 2013	Huntington Learning Center	Ankeny, IA
Substitute Teaching		
2010 – Current	Johnston Community Schools	Johnston, IA
2010 – Current	Dallas Center Grimes Schools	Grimes, IA
2010 – 2011	Bondurant Schools	Bondurant, IA
June-July 2008	Polk City Parks and Rec	Polk City, IA

Student Teaching

October 2009 – December 2009	George Washington Carver	Des Moines, IA
	▪ Guided Reading ▪ PWIM ▪ Singapore Math	
August 2009 – October 2009	Timber Ridge Elementary	Johnston, IA
	▪ 2ND Grade	

Administrative Assistant

2004 – 2008	Terrus Real Estate Group	Des Moines, IA
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Use of dual monitors to provide more efficient and resourceful service for the client

Ability to perform in a fast moving environment

Strong organizational skills, including follow-up and attention to detail

Responsible for receiving service requests, initiating work orders and dispatching work orders for all of Principal, River Hills, East Grand, Mason City, Somerfield and 100 Court properties

Dispatch every day work orders for conference rooms and engineer requests through radio, phone/cell phone, pager

Schedule events and conference rooms while coordinating resources according to client needs and resource availability

Schedule and coordinate calendars for staff meetings, senior management within Terrus

Call Center experience with up to 500 calls a week (inbound/outbound calls, multi task in a fast pace environment,

client contact)

Experience supporting senior management

Demonstrate strong ability to multi-task and anticipate needs of senior leaders

Experience providing support to senior level executives/leaders

Ability to work independently

Every day use of MS Outlook, MS Excel, Visio, MS PowerPoint, MS Access (knowledge of the entire Microsoft Office software suite)

Interpersonal skills and the ability to interact in a professional manner with all levels of team members and managers

Assist with all coordination of Principal Parking needs and requirements for Principal employees

Ability to identify and manage moderately complex issues

High volume of data entry

Back up for receptionist

2000 – 2004 Citi / Sears Credit

Des Moines, IA

Administrative Assistant / Bankruptcy Research

Follow legal bankruptcy processes and company policies and procedures

Adhere to Attorney General Injunctive provisions

Investigate bankruptcy accounts via the Internet

File and maintain bankruptcy accounts

Print reports

Every day compiling information and prepare moderately complex reports using appropriate software; balancing routine general ledger lines and expense accounts and record keeping

Understand and utilize systems effectively and efficiently

Suspend billing and data entry

File maintenance and identify secured merchandise

Send correspondence on accounts in compliance with Citi / Sears company policies and procedures

Responsible for assignment of a proposed credit line and initial letter request for Chapter 7 Bankruptcies

Education:

High School Diploma

1994 - 1998

Waukee High School

Waukee, IA

College

1998 – 1999

Grandview College

Des Moines, IA

2007 – May, 2010

Upper Iowa University

Des Moines, IA

References:

[REDACTED]

Wendi Sparks
[REDACTED]

Terrus Real Estate Contacts:

Stacey Godfrey (supports Matt Posusta and Kari Sauer at Wells Fargo)

Katrina Christianson (Nationwide)

[REDACTED]

Student Teaching Contacts:

Tami McCoy 2nd Grade Teacher, Timber Ridge Elementary

▪ Director of Polk City Parks and Rec

[REDACTED]

Nicole Rockwell 5th Grade Teacher, George Washington Carver Elementary

Flo Tenney Student Teacher Advisor Upper Iowa University

[REDACTED]

Huntington Contacts

Julie Delanoit Center Director Huntington Learning Center

Alan Cox Assistant Director Huntington Learning Center

[REDACTED]

Endorsements

Reading Endorsement April 2009

Language Arts Endorsement May 2010

Churchill, Susan [DAS]

From: arthur stellar [REDACTED]
Sent: Sunday, June 09, 2013 12:33 PM
To: Churchill, Susan [DAS]
Subject: Governor Branstad' Director of Education
Attachments: Iowa, Director Ed. Dept.doc; Copy of Complete Resume.rtf; Professional Reputation as Supt..doc; Reduction of Dropouts.doc; SUCCESSFUL FINANCIAL MANAGEMENT HIGHLIGHTS.doc; ADVANCED PLACEMENT Development.doc; Bio.doc

Dear Susan,

Please enter my name as a candidate for Governor Branstad's Director of Education. Iowa has the potential to become the leading state in this country for student achievement, reduction of achievement gaps and a highly productive and sustainable financial system. My teams have produced these kinds of results in different geographical locations, with declining revenues and in various political environments. We can do the same thing in Iowa.

Governor Branstad has expressed a desire to have the best schools in the country. I can delivery upon that expectation. The concrete results I have achieved will exceed any other candidate.

My passion for education is high. I look forward to being part of the selection process. Please let me know what else I can do to be of service.

Art Stellar, Ph.D.
[REDACTED]

ARTHUR STELLAR, Ph.D.



Iowa Director Department of Education

June, 2013

Dear Governor Branstad,

Please enter my name as an enthusiastic seeker to be your Director of the Department of Education. This rare opportunity to head one of this country's most interesting states and one committed to further upgrading of teaching and learning excites me as few other educational challenges could. Iowa has the potential to demonstrate what educational excellence and equity, as well as reform, really mean for an entire state with me as your Director.

Iowa taxpayers have paid too much for the present rate of educational return by the state department and prek-12 systems. On top of that, the future unfunded educational financial liabilities will bury middle class families unless there is more relief. One solution involves transforming education into a highly productive enterprise generating universally high performing students in every corner of the state.

Economies flourish when the quality of education is on the rise. Businesses will flock to Iowa or stay in the state when skilled employees are readily available and when their employee's can be confident that their children will be properly educated. Education is widely acknowledged as a long term investment in the future. We can create rich quality learning outcomes that will yield a powerful short term return for individuals, the economy and the state by establishing policies that foster more merit and effort.

Arthur Stellar, Ph.D.

Some will say that it is not feasible to enhance Iowa's education in a meaningful way without a massive infusion of new funds. That is baloney! Some targeted new funds for a few carefully selected projects may be useful, but that is a far cry from blanket increases without meticulously designed accountability projects.

Sure, more money would make it easier, but shaking down taxpayers for more dollars does not ensure better educational results. New priorities and the right leadership from your director of education are needed, not necessarily new programs. Budgets and spending can be reallocated to teaching and learning strategies and techniques that work. Iowa's educational structure can become more productive and entrepreneurial. Progress and outstanding results can be incentivized.

Effective and efficient educational leadership at the Iowa Department of Education can capitalize upon existing resources to improve teaching and learning. That is what I do.

I have the skills to construct a viable mosaic from the educational visions of multiple policymakers, as well as stakeholders and organizations who also desire excellence for all students and the state. I can incorporate your main educational ideas and transform them into reality. Building a consensus which endures is a personal strength. Those who compromise (which is often well over fifty percent) know their suggestions were valued and they in turn support (or do not oppose) the resulting plan.

Part of the Iowa Education Director's role is to ensure compliance with laws and regulations. In that regard my experience will be invaluable as I inevitably detect fraud, mismanagement, lack of common sense, and improper implementation. I am fully prepared to take appropriate action(s) from applying leadership and persuasion to taking cases to court. I have never lost a legal case.

Arthur Stellar, Ph.D.

You will discover that my leadership will triumph over making complex procedures for local districts. Less governmental mandates and more leadership will be my approach. You will also find that in my world, transparency and 360 degree accountability is practiced as much as preached.

Iowa has the potential to be in the top state in student achievement and lead the reduction of academic gaps just as it once was one of the leaders. I can translate exiting and new reforms into higher student achievement. As your Director of Education, my leadership can propel student achievement within Iowa into ranking #3 or higher in the USA within three to five years.

I will also benchmark the future success of Iowa students compared with the best examples around the world. It is no secret that the US has been dropping on various global educational rankings. Iowa could lead the US on educational outcomes and still lag behind a dozen or more countries. Iowa can reverse that negative trend in the US. Emerging economic powers like Brazil are advancing in education, as I observed during a Fulbright Scholarship tour in 2009. Therefore, it is imperative that Iowa maintain its improvements to keep from being overtaken once gaining a higher rank in the United States.

To truly benefit from lofty goals, one must be willing to put students first and do whatever it takes to obtain concrete results. Many states have raised standards and goals; however, few have followed up and actually held anyone accountable when these aims are not met. I hold people and institutions accountable and take appropriate action including dismissing personnel and personally taking charge when necessary. For example, I was the first superintendent in the country to restructure seven schools well before any state or Federal law sanctioned such turnaround strategy.

Oklahoma had designated 32 schools in Oklahoma City as At-Risk Schools prior to my arrival as superintendent. After significantly reducing this number down to 7 and being applauded for doing so; I

Arthur Stellar, Ph.D.

was unsatisfied and subsequently closed these seven schools, dismissed the entire staffs including clerks and custodians, negotiated new agreements with the respective unions and started over. This turnaround action was labeled "Project Phoenix" and within one year, all schools improved student achievement and six came off the At-Risk list. Overall, during my 7.5 year tenure, the 32 At-Risk Schools were reduced to 3. No superintendent or district anywhere in this country has ever made as much progress!

As your Director and with your concurrence, I would be willing to undertake similar action for low performing schools and districts across the state, if needed. Only a few states have been willing to do. Iowa could be a state where accountability means accountability.

You should know that my preferred approach is to demonstrate effective instructional leadership. Everywhere I have served, student achievement has made significant advances, along with reductions in academic gaps. I have raised student achievement in urban, rural and suburban districts in six states as superintendent. Dropout rates have been cut approximately in half (Boston went from 10% to 9%). Student attendance always increases by between one and four percent. Suspensions are reduced by hundreds of days per year while student behavior improves. Hundreds more students enroll in Advanced Placement courses while scores become higher – same thing for PSAT, SAT and ACT exams. In fact, all scores in ALL subjects, grades and schools have increased via my leadership.

I have reduced equity gaps as verified by data, professional and parental awards and, even, by the US Supreme Court in the case of Oklahoma City when the Court considered the progress of African American students compared to White students, while overall student achievement demonstrated outstanding advances for ALL students. In my last two districts in Massachusetts and North Carolina equity gaps were reduced more than the state and nearly all districts. English Language Learners in my last two districts met and exceeded all state goals for the first time ever and continued meeting those goals thereafter. I also pursue gender equity and special education equity.

Arthur Stellar, Ph.D.

I have been able to *generate dramatic results in both academic and nonacademic* areas. Due to my leadership, students have made tremendous strides in art, music and drama. As one example, when superintendent of Kingston Public Schools in New York, I launched a major revitalization of the music program with long range plans to reach high levels of excellence. Ten years later the Kingston High School Marching Band finished second in the state of New York and there were 34 musicians named all-state.

More students than ever have participated in extracurricular programs where I serve as superintendent. For instance, the Taunton High School Student Council and students won many awards after I challenged the advisor to think big. The same thing has happened in several districts with Junior ROTC, vocational programs and various student clubs. More students participate in athletics. Cheerleading has become more successful with involving more students and winning more competitions. I am a strong advocate for developing "the whole child".

Your Director has to have a strong track record of actually producing excellence and equity with results to have credibility with educators throughout the state. Moreover and to the point, because you want to improve student achievement and reduce academic gaps, you will need to select someone who has actually done so. I have.

School districts spend millions of dollars trying to obtain the level of results which my teams have regularly produced with no new dollars or even with declining resources. If I had made such improvements only in Shaker Heights, Ohio; there would be another explanation besides my knowledge and leadership of my teams. However, my first district after Shaker Heights was a poor rural district in West Virginia where we jumped from ranking 32nd place in mathematics and 45th place in reading (out of 55 county school districts) to 8th and 16th respectively in two years! ...and the finances went from a two million deficit to a nearly two million positive fund balance again in two years time!

Arthur Stellar, Ph.D.

The overall spending for education in the United States has increased for years; however, the results have not kept pace. As a country we have reached the point when more money without better outcomes may no longer be possible. A healthy state economy depends upon ever increasing educational quality. When that does not occur, the economy is unable to keep providing more dollars especially for limited educational growth. You need a Director who understands how to function in the current economic environment. I do. My record speaks for itself as I have done much more with a lot less than any one you might consider.

In my last district, a poor rural community, there was a \$3.5 million total deficit prior to my arrival. Within two years there was a ten million dollar turnaround which included spending four million dollars on technology and two and a half million on prepaid contracts for the next three years. The state legislature hired financial consultants to identify the most efficient districts – we were one of the fourteen (out of 115) “high achieving, low spending” North Carolina districts. The Center for American Progress in a national research study confirmed that we were one of the five “most productive” districts in North Carolina. On top of that our student achievement was higher and spending lower than the other four!

During my previous four years in an urban district in Massachusetts, I also eliminated a \$2.3 million deficit and improved student achievement while reducing academic gaps. Of the 22 urban districts in the state, we were 22nd (last) in funding. I moved the district from the middle to become #1 in reading/language arts and #2 in math among urban districts and above the state averages. The public also approved a \$112 million bond issue for a new middle school and high school renovations in 2008 during the recent recession.

Hence, I have the ability with demonstrated records of being able to improve student achievement, reduce academic gaps, stretch finances and convince the public to support educational funding. Another example happened during my five years as superintendent of Kingston Public Schools in New York. After an IBM plant closed, thereby laying off 3500 local resident and raising property taxes, I

Arthur Stellar, Ph.D.

eliminated the financial deficit waiting my arrival. Then I personally negotiated all union contracts with six and seven year agreements which were labeled "dream contracts" or "model contracts". The public responded by passing our budgets and a bond issue at the ballot box by 70% approval when 5 out of 9 other districts in the county were going down to defeat. Public relations is an area of personal expertise.

You should have a Director with my kind of skill set. You should have a Director with my courage to take the right course – I have closed 38 schools over my career and terminated incompetent employees, when appropriate. I will stand up to special interest groups, although my preference is collaboration and win-win strategies.

My professional credibility and experience includes serving as president of three national professional organizations, chairman of the board for the National Dropout Prevention Center at Clemson University, vice-president of the New York state PTA, corporate board member for a software company, vice-president of another software company, advisory board member and/or consultant for other for-profit educational companies, etc. I served as president/CEO of the High/Scope Educational Research Foundation – one of the world's most respected early childhood educational institutions.

My list of publications will match any of your candidates. Likewise, the list of awards and honors various professional, parental and community groups have bestowed upon me is equaled by only a few other superintendents in the country. My credibility will resonate in urban, rural and suburban communities across Iowa.

My local service has included approximately 70 nonprofit boards for various museums, chambers, Boy Scouts, libraries, Rotary clubs, United Ways, colleges of education, etc. As another way to give back to the community, I have become an effective fundraiser. My expectation is that such participation will yield a return for the educational system.

Arthur Stellar, Ph.D.

Consequently, community leaders and stakeholders have responded to become school partners. I have started successful school foundations, alumni organizations and clubs for former employees. While these activities have raised millions of dollars, the volunteer support and increased understanding of educational issues are valuable byproducts. I have organized local and statewide educational summits to gain support for revitalized visions, missions and strategic plans. Your Director should have such extensive real world experience interacting with broad segments of customers and stakeholders, thus, creating widespread partnerships as I have done.

Besides giving speeches and presentations around the world, my public relations background is deep. My doctoral dissertation dealt with the news media. I have anchored regular television shows as well as radio call-in shows. Newspapers have given me regular columns which I have written myself. I recently served as director of public relations for a year while superintendent. I have won advertising awards for nonprofit organizations and awards from the National School Public Relations Association. I have authored a wide variety of publications on school public relations including a chapter in a PR textbook. I serve on the editorial board and have recently been named book review editor for the Journal of School Public Relations and have held similar roles for other publications. I have planned communication campaigns and responded to random requests for comments from out-of-state newspapers calling within the last few months on unrelated topics. You need a Director who has this type of in-depth experience with communications and the news media.

My experience teaching elementary, special education, middle school, high school (drivers' education) and college (graduate courses on the arts and administration & supervision), as well as coaching will exceed some other candidates. Not too many candidates for a state superintendent post will have taught a graduate level course on the arts and curriculum. Likewise, not too many candidates drove a school bus as I did for two years (or substitute taught 16 times from k to 12 in a school year while superintendent).

Arthur Stellar, Ph.D.

Your Director of Education, like outstanding local superintendents, have to be able to produce and motivate multiple leaders to effect educational outcomes. Throughout my career I have selected, mentored and coached excellent & diverse educators. I am especially proud of having 51 of my protégés become school superintendents – certainly a national record and, even more than most institutions set up for that purpose. The American Association of School Administrators selected me for the prestigious Dr. Effie Jones Humanitarian Award due to my mentoring of minorities and women for educational leadership positions.

Many of my protégés have won their own awards, including four who have been named “superintendent of the year” for their respective state. Most importantly, all my protégés know how to focus and realize progress on the mission of increasing student achievement. As your Director working with others, I can likewise enhance educational leadership across the entire state.

While it is a tremendous educational thrill to observe disadvantaged students achieve at the highest levels, I also enjoyed my time as assistant superintendent for the suburban Shaker Heights, Ohio system. I contributed to the success of the high school and library programs which were named respectively as “one of the top 12 public high schools in the country” and “the best library program in the country”. This experience taught me that high standards and results are possible everywhere (even with disadvantaged students and limited instructional funds) with meticulous planning when one knows what he/she is doing.

As an elementary principal in SouthWestern City Schools next to Columbus, we had the first elementary school in the state and one of the first in the country to become accredited by the North Central Accreditation Association. Highland Park Elementary School had visitors 4 out of every 5 days of the week observing our exciting programs. My last year there we were recognized by the state Superintendent as one of the two most innovative schools in Ohio.

Arthur Stellar, Ph.D.

I initiated the planning for the International Baccalaureate program in Oklahoma City and expanded the Advanced Placement program at Boston Latin School enabling these schools to also become recognized as among the best high schools in the country. Your next Director should have experience realizing the highest standards in the country in the best circumstances and in the most encumbered situations. As your Director working with local superintendents, we can do so regularly across Iowa.

This spring I was selected to serve on the National Board of Examiners for the National Baldrige Quality Award. While winning this award would be nice recognition for the state department of education and is certainly possible within the next 4 to 5 years; the process of striving for continuous improvement is something I carry within my soul and leadership style. Your next Director should have the ability to make regular progress year after year. I can.

My experience includes virtually all the educational reforms being tried in your state. I have been able to successfully implement such concepts within diverse environments populated with special interest groups and disparate political opinions or educational philosophies. Your next Director should be able to say: "When we did that in another time and place, here is what we encountered and here is what we did to make it work. You might try that approach as we were successful." I can make that kind of statement about most educational reforms.

For example, the new national reform guaranteeing that third graders will meet reading proficiency standards has drawn estimates of costing many millions to implement. That might be accurate if a whole new reading structure was layered on top of all current reading instruction. However, some existing reading methodology is not effective and should be stopped so those resources can be reallocated to more productive means of teaching and learning. More local leaders would make these courageous decisions if the deficiencies were exposed, corrective measures pointed out and there was some moral support from the state to help them overcome resistance in their school districts. In some cases more direct

Arthur Stellar, Ph.D.

intervention by the state might be necessary. Of course, prevention is always better than remediation and here again your state Education Director should lead.

The Iowa Director of Education should ensure that this kind of reading guarantee is achieved. If not, the reform will be watered down. Implementation in some places will simply go through the motions. The exceptions will become larger and the system will be "gamed". That is what happens with most similar reform goals. I will guarantee that this type of guarantee to the public will be met.

Some may hypothesize that my statements are overly ambitious. However, you desire your Director to have audacious expectations? If your Director doesn't have a vision of absolute excellence with equity of results, why would others? I deliver!

I have nearly unlimited energy with a serious passion for education. The secret to my success is being a constant learner and an outstanding teacher and an even better coach. When the time is right, I perform as head cheerleader.

Education is not reaching its full potential in this country. There are many theories why this is the case. I have seen the good, the bad and the ugly. I am willing to do whatever it takes so that students and educators do not experience debilitating negative impacts and instead have lots of the good. With your assistance and as your Director, that will be my legacy for *our state*.

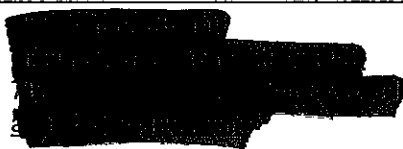
Please let me know what else I can do to be of service.

Sincerely,

Arthur Stellar

PS. You have my guarantee that student achievement will rise significantly, academic gaps will shrink, state educational finances will become sustainable and the public will recognize that Iowa students are advancing to become the best in the United States.

ARTHUR STELLAR, Ph.D.



Vice-President, National Education Foundation, Washington, D.C.

Experienced & Productive SUPERINTENDENT OF SCHOOLS

Former Chief EDUCATION OFFICER, Vice-President for Renaissance Learning (Software)

Former PRESIDENT /CEO for High/Scope Educational Research Foundation
Chairman/President of For-Profit Subsidiary

FORMER: SCHOOL BUS DRIVER- TEACHER-COACH-PRINCIPAL

EDUCATOR IN AFFLUENT SUBURBS, RURAL SETTINGS AND INNER CITIES

FIFTY ONE (51) PROTEGES AS SUPERINTENDENTS

FORMER NATIONAL PRESIDENT:

- Association for Supervision and Curriculum Development
- North American Chapter of World Council for Curriculum and Instruction
- Horace Mann League

MEMBER OF VARIOUS NATIONAL PROFESSIONAL & CIVIC BOARDS:

Former Chairman, National Dropout Prevention Center/Network, at Clemson University

BOARD OF DIRECTORS:

Plato Learning, Inc. (Education Software Company)
Teachers Support Network (Private company - recruits educators for districts)
Docufide, Inc. (Secure Transcript - electronic transfer, private company)

FORMER ADJUNCT FACULTY:

Harvard University (Superintendents' Seminar Participant)
Lesley College (Courses on Fine Arts and Administration)

PUBLISHED AUTHOR:

Sixty (60+) Articles; Three hundred and Forty (340+) Book Reviews
Eight (8) Small Books or Chapters

INTERNATIONAL CONSULTANT/SPEAKER:

Fulbright Scholar (Four times - Japan, Argentina, Mexico and Brazil)
George Soros Foundation (Speaker - Russia and Belarus)

LIFETIME ACHIEVER:

Eagle Scout, Boy Scouts, Age 12

NATIONAL HONORS RECEIVED:

National Dropout Prevention Network/Center: "Crystal Star Award"
Education Commission of the States: "100 District leaders for Civic Engagement and Service Learning Network"
American Association of School Administrators: "Leadership for Learning" and "Dr. Effie Jones Humanitarian Award"
Tau Kappa Epsilon: "National Alumnus-Of- The-Year" & "Excellence in Education"
College Board: "Advanced Placement Special Recognition"
Horace Mann league: "Ambassador Awards" and "Friend of Horace Mann League"
Ohio University: "Distinguished Alumnus"

NATIONAL RECOGNITION:

Time Inc: "Shaker Heights High School - Top 12 Public Schools in the U.S."
American Association of School librarians: "Best library Program in Country" (Shaker Heights, OH)
Environmental Protection Agency: "Energy Star Award" (Kingston, NY)
Numerous awards at High/Scope Educational Research Foundation (Ypsilanti, MI)
Energy Education, Inc.: "Environmental Stewardship Award" and "Energy Excellence Award" 2008 (Taunton, MA)
Energy Education, Inc.: "Environmental Excellence," 2010 & 11 (Burke Co., NC)
Environmental Protection Agency: "Energy Star Leader" - All Burke Co. Schools as "Energy Star Schools"

PROFESSIONAL EXPERTISE:

TURNAROUND SPECIALIST-Oklahoma City: 32 At-Risk Schools to 3
WIN- WIN NEGOTIATOR
FINANCIAL MANAGEMENT
PLANNING & CHANGE AGENT
PERSONNEL MANAGEMENT
PUBLIC RELATIONS
RAISING STUDENT ACHIEVEMENT

FAMILY:

[REDACTED]

COLLECTOR:

[REDACTED]

[REDACTED]

EDUCATION:

Ohio University; Athens, Ohio (B. S., Elementary Education), (M. A., Elementary School Administration) & (Ph.D., Education Administration)

ARTHUR STELLAR, Ph.D.

ADMINISTRATIVE EXPERIENCE:

Superintendent

Burke County Public Schools, Morganton, North Carolina

Taunton Public Schools; Taunton, Massachusetts

Kingston School District; Kingston, New York

Boston Public Schools; Boston, MA (Acting & Deputy)

Cobb County Public Schools; Marietta, Georgia

Oklahoma City Public Schools; Oklahoma City, Oklahoma

Mercer County Public Schools; Princeton, West Virginia

Shaker Heights School District; Shaker Heights, Ohio (Asst. Supt)

Chief Education Officer, Vice-President of Renaissance Learning, Inc.

President/Chief Executive Officer

High/Scope Educational Research Foundation; (non-profit) Ypsilanti, Michigan

Chairman/President of Subsidiary (for-profit)

Coordinator of Special Projects/System- wide Planning, Montgomery County Public Schools, Maryland

Director of Elementary Education, Beverly Public Schools; Mass.

Elementary School Principal, South-Western City Schools; Grove City, OH

UNIVERSITY TEACHING EXPERIENCE

Instructor

"Elementary School Administration and Supervision" Lesley University

Cambridge, Massachusetts

Adjunct Arts Instructor

"Integrating the Arts with the Primary Curriculum" Lesley University

Cambridge, Massachusetts

PUBLIC SCHOOL TEACHING EXPERIENCE:

Head Teacher/Summer Learning Disabilities Program South-Western City Schools; OH Language Arts

Specialist/Grade 8 Teacher Belpre City Schools; Belpre, Ohio

Fifth Grade Teacher Athens City Schools; OH

Student Teaching - Levels 4, 5, 6 Ohio University Laboratory School; Athens, OH

CURRENT CONSULTING:

Teacher's Support Network, Inc. (private company, recruitment software), 2004

Educational Testing Service (ETS), Princeton, NJ (reader for superintendent praxis); 11-

National Education Foundation; 2012-

PRESENTATIONS & CONSULTING:

Presentations at national conferences for organizations such as the American Association of School Administrators, World Future Society, Association for Supervision and Curriculum Development, National Association for Elementary School Principals, National Association for Education of Young Children, International Society for Educational Planning, Phi Delta Kappa, National School Boards Association, World Council for Curriculum and Instruction, National Council of Teachers of English, International Reading Association, National School Boards Association; Educational Research Service; Phi Delta Kappa;; Guidelines; Sores Foundation; PLATO Learning; Docufide; PROACT Search, Inc.; SchoolMatch; and other organizations including The Institute for Management of Lifelong Learning at Harvard University, etc.

CURRENT EDITORIAL BOARDS:

Editorial Advisory Board, "Scholastic Administrator"

Editorial Board & Book Review Editor, "Journal of School Public Relations"

ARTICLES AND BOOK REVIEWS:

Over 500 articles, book chapters, and book reviews in journals such as Educational Leadership, The School Administrator, Young Child, Phi Delta Kappan, Public Relations Review, Middle School Journal of Educational Administration, Peabody Journal of Education, Journal of School Psychology, Journal of Educational Public Relations, etc.

PUBLICATIONS - Books:

"Effective Programming at the District Level," Public Relations in Schools

"Effective Programming at the Institutional Level," Public Relations in Educational Organizations.

"Planning in the Oklahoma City Public Schools," Educational Planning - Concepts, Strategies, and Practices.

"Staff, District, and Community Support," Instructional Leadership Handbook. (National Association of Secondary School Principals)

Effective Schools Research: Practice and Promise (Phi Delta Kappa Educational Foundation)

"One Model for Effective Educational Reforms in Schools," Organizing for Learning (National Association for Secondary School Principals)

"Implications for Programmatic Excellence and Equity," The Fiscal, Legal and Political Aspects of State Reform of Elementary and Secondary Education, (Sixth Annual Yearbook of the American Education Finance Association)

"Curriculum Planning," Fundamental Curriculum Decisions: ASCD Yearbook (Association for Supervision and Curriculum Development)

Effective Instructional Management (American Association of School Administrators)

Educational Planning for Educational Success (Phi Delta Kappa Educational Foundation)

CIVIC AND COMMUNITY ACTIVITIES: (Current List)

Fulbright Memorial Foundation, (Scholar/Exchange to Japan, Argentina, Mexico and Brazil) Life Member

Ohio University, Trustees Academy

World Future Society, Life Member

Ohio University Alumni Association

National Eagle Scout Association, Life Member

Tau Kappa Epsilon Alumni Association

Society of Alumni & Friends, College of Education, Ohio University

Ohio University College of Education, Dean's Advisory Circle, Vice-Chair

Variety of local organizations

PROFESSIONAL ORGANIZATIONS: (Current List)

Association for Supervision and Curriculum Development: Life Member, former President, Review Council
American Association of School Administrators: Life Member, Leadership for Learning Award & Dr. Effie Jones Humanitarian Award
Kappa Delta Pi, Life Member
Phi Delta Kappa, Life Member
National Association of Elementary School Principals, Life Member
National Society for Study of Education
Harvard University Chapter, Phi Delta Kappa
Horace Mann League: Life Member, Past-President
World Council for Curriculum and Instruction, Life Member
National Association for Education of Young Children, Life Member
Music Educators National Conference, Life Member
National Association for Gifted Children, Life Member
National Council for Teachers of English, Life Member
North American Chapter of the World Council for Curriculum and Instruction, former President
National Dropout Prevention *Center/Network*, Former Chairman of Board
National School Public Relations Association

HONORS AND AWARDS:

Invited to join the **Baldrige Board of Examiners** in 2013
Earned "**Energy Star Leader**" by EPA for all schools meeting energy star status
Earned "**Environmental Excellence Award**", from Energy Education, Inc. in 2010, for saving \$2,100,000 and again in 2011 for saving another \$2,000,000 (North Carolina)
Selected for **4 Fulbright Administrator Exchanges** for Brazil, Mexico, Argentina & Japan
Awarded "**Distinguished Service to Public Education**" for **promotion of technology** by JFY Networks
Earned "**Energy Excellence Award**", from Energy Education, Inc. (saving \$1,000,000 in Taunton)
Selected for Crystal Star Award for Excellence for **Distinguished Service and Leadership** by the **National Dropout Prevention Network/Center**
Selected by **AASA** for "**Dr. Effie Jones Humanitarian Award**"
Named to Who's Who Among American Teachers & Educators
Selected for "**100 District Leaders for Civic Engagement and Service-Learning Network**" by Education Commission of the States
Selected as "**Friend of Horace Mann League**"
Inducted into **Academic Hall of Fame**, Linden McKinley High School
Named to Who's Who in Executives and Professionals
Elected Chairman of the Board, National Dropout Prevention Center/Network at Clemson U.
Elected President of the Horace Mann League
Listed in International Who's Who of Public Service
Elected President of the North American Chapter of the World Council for Curriculum and Instruction
Honored with **Life Membership** in New York State Congress of Parent Teachers Association
Elected as Vice-President of the New York State Congress of Parent Teacher Association
Elected to the Review Council of the Association for Supervision and Curriculum Development
Earned **Horace Mann League Ambassador's Award** every year from 1995 through 2011
Received the Boston Bilingual Parents Council's "**Commitment to Quality Bilingual Programs**" Award
Selected to be a member of the **Advisory Board for Who's Who in American Education**
Elected President of Association for Supervision and Curriculum Development
Received Tau Kappa Epsilon Fraternity; **National Alumnus-of-Year**, and **Excellence in Education Award**
Chosen as a **Mentor** for Harvard University's Urban Superintendent Preparation Program
Received Kappa Delta Pi Award for Excellence in Education
Received Rotary International "**Community Leadership**" Award

Recognized by Oklahoma City Principals' Association for "Visionary Leadership"
Selected for Ohio University College of Education Award, Distinguished Alumnus Award
Selected for "Leadership for Learning" Award, American Association of School Administrators
Selected by The College Board to receive the Advanced Placement Special Recognition Award,
Selected by Assistant Secretary of Education to serve on U.S. Department of Education's Urban Superintendents' Network

Recognized by OKC PS Team Management Council with "Team Management Award"
Selected for Silver Beaver Award, Last Frontier Council, Boy Scouts of America
Recognized by the Oklahoma Cambodian Community for "Support & Assistance Award"
Earned Rotary Club 29's Wheelhouse Award
Acknowledged by the Oklahoma Laotian Women's Association for "Exceptional Leadership"
Named by the Vietnamese-American Student Scholarship Award Committee as recipient for the "Support for Vietnamese-American Students Award"

Received Oklahoma ASCD's Publication Award
Received the Reading Award, Oklahoma Literacy Council
Received the American Red Cross Appreciation Award
Selected as Danforth Fellow

Earned United Way's "Leadership Appreciation" Honor
Selected for Tau Kappa Epsilon Fraternity Alumni National Hall of Fame
Selected for Leadership Oklahoma City

Selected as one of five superintendents nationally for the Superintendent's Exchange Program established by American and Canadian Association of School Administrators

Selected for Who's Who in the World

Selected for Who's Who in America

Selected for membership in the 43rd Annual Superintendent's Work Conference at Teachers College, Columbia University

Cited by Last Frontier Council Boy Scouts of America in "The Search for Excellence"

Received American Institute of Architects, Oklahoma Chapter's "Special Award"

Selected to be a member of the Advisory Board for Who's Who in the South and Southwest

Selected for the Superintendent's Institute sponsored by Peabody College of Vanderbilt U.

Selected for Who's Who of Contemporary Achievement

Listed in Who's Who in the South and Southwest

Listed in International Who's Who of Intellectuals

Listed in Who's Who in Finance and Industry

Listed in Men of Achievement

Listed in Who's Who in American Education

Listed in Dictionary of International Biography

Designed several brochures which received awards in annual contests sponsored by National School Public Relations Association

Selected to attend The Freedoms Foundation seminar at Valley Forge, PA

Selected as an Institute for Educational Leadership Policy Fellow

Listed in Who's Who in the Midwest

Listed in Who's Who in the East

Selected as a HEW Fellow

Selected as an ID/E/A Fellow by the Charles Kettering Foundation for seminar at Agnes Scott College

Selected by the National Endowment for the Humanities as a Humanities Fellow

Named Honorary Fellow in Education Policy Studies at the University of Wisconsin, Madison

Selected as an ID/E/A Fellow by the Charles Kettering Foundation to attend seminar at

Stephens College

Selected as an Outstanding Young Man in America by the U.S. Jaycees

Recognized by the Ohio State Chapter of Phi Delta Kappa for "Outstanding Leadership"

Dr. Matthew J. Stiehm



01/2007 to Current * Consultant * Stiehm Solutions Consulting * Minneapolis, Minnesota

Actively engage in criminal justice and law enforcement research as well as actively conducted research in campus safety/security; provide on-site consulting services for a variety of higher educational institutions; Developed positive relationships with clients and other stakeholders to include local law enforcement, civil and criminal attorneys, and private security organizations. Was utilized as a subject matter expert with local law enforcement in important criminal justice issues, public safety issues, and use of force issues. Have provided expert guidance and support to FLETC on training issues in rural communities, and tribal communities. Authored a variety of articles for an online bodyguard blog, policecrunch.com and lawenforcementtoday.com, currently working towards becoming a regular contributor for policeone.com; consulted with businesses and private companies on security, strategic planning, developed training for hospitals and other security organizations. Traveled with the FLETC as a Domestic Violence Instructor and taught in Grand Island Nebraska. Successfully managed two active linkedin.com groups (MN LE Network and Law Enforcement Experts) Worked and consulted with Pearson Publishing on the creation of criminal justice classes

Accomplishments

- ✓ Presenting at the 2013 MINN CLE Criminal Justice Institute-Topic-Use of Experts in Criminal Cases
- ✓ Consulted with Attorney Ken Udoibok on Federal District Courts Case
 - 12-CV-824- William Walker v. City of Minneapolis
 - 12-CV-825- Tameka Johnson v. City of New Hope
 - Settlement reached with plaintiff prior to summary judgment
- ✓ Consulted as law enforcement professional on a criminal case with Attorney Ryan Kaess
- ✓ Criminal Justice Specialist ACICS Site Visit
 - Pembroke Pines-FL-Spring 2012
 - Puerto Rico, Spring 2013
- ✓ Interviewed by Policeone.com for Child Abuse Investigations
 - Posted on 11-27-12
- ✓ Interviewed by Policeone.com
 - Child Abuse Case
 - Campus Public Safety- Use of Force
- ✓ Submitted-Managing Use of Force to Law Officer Magazine
- ✓ Co-Editor-The Journal on Law Enforcement
 - Author of articles
- ✓ Former Lead contributor to Law Enforcement Today on Leadership
- ✓ Created, manage and maintain web-site www.stiehmsolutionsconsulting.com
- ✓ Created curriculum for Pearson Publishing a head of timelines
 - 3- residential courses- Criminal Investigations, Security Operations/Management, CJ Capstone
 - 1 online course- Criminal Investigations
- ✓ Presented at the 2011 IACP Conference in Chicago
- ✓ Created and presented material for the 2011 Minnesota Career Colleges Association Conference
- ✓ Consulted with local for-profit schools on security related issues
- ✓ Presented at the 2011 IACP Conference
- ✓ Presented at the Park Law Enforcement Association Conference in 2013
 - Topic-Use of Force
 - Topic- Leadership
- ✓ Presented at the 2013 Mid-America IACLEA Conference

Academic Management/Leadership Experience

01/2013 to Present * Chair, School of Criminal Justice * MSB College, Lakeville & Shakopee, Minnesota

Developed and managed the degree program that fall under the Criminal Justice School at Minnesota School of Business Lakeville and Shakopee Campus; actively engaged in research and community outreach; provided input to Dean and Campus Director regarding the growth of program; acted as a liaison with the Criminal Justice Community and the school. I, developed positive relationships with clients and other stakeholders to include local law enforcement, corrections and private security organizations to effectively brand the program. Worked with local marketing groups to develop and expand the criminal justice program at MSB.

09/2009 to 12/2009 * Chair, School of Criminal Justice and Security Coordinator * ITT Technical Institute, Eden Prairie Minnesota

Developed and managed the degree programs that fall under the Criminal Justice School; chair department meetings; assist with recruitment and hiring of adjunct faculty; ensure that college policies and procedures are followed; actively engaged in research and community outreach; provided input to Dean and Campus Director regarding the growth of program; acted as a liaison with the Criminal Justice Community and the school. I, developed positive relationships with clients and other stakeholders to include local law enforcement, corrections and private security organizations to effectively brand the program. Worked with local marketing groups to develop and expand the criminal justice program at ITT Technical Institute. Lead discussions with stakeholders to provide top quality information for students. Utilized as a subject matter expert in local law enforcement and criminal justice issues. Used as an ITT subject matter expert to modify existing curriculum. Submitted reports and proposed revisions to the Minnesota POST Board rules and regulations. Worked with local officials on roll out of ITT Criminal Justice curriculum and as well as other training events in the Minneapolis metro area. Provided guidance and support to FLETC on rural training issues. Consulted with the Federal Law Enforcement Training Center on providing training the upper Midwest, and best ways to maximize attendance. Worked with admissions and careers services to maximize incoming and graduating students. Worked with academic team to deal with SAP, and other academic issues.

Accomplishments

- ✓ Successfully arranged for nine Federal Law Enforcement Training Center
- ✓ Presented/chaired panel at the 2011 Midwestern Criminal Justice Association Conference
- ✓ Presented in front of the Minnesota POST Board Training Committee
- ✓ Presented in front of the Minnesota Law Enforcement Coordinators
- ✓ Presented in front of the Minnesota POST Board
- ✓ Created and fostered working relationship with employees for career placement for potential graduates
 - Whelan Security, Per Mar Security, Guardsmark Security
- ✓ Arranged for approximately \$350,000 dollars worth of free/grant funded training for area law enforcement officers
- ✓ Provided guidance and support to managers and campus directors regarding OSHA, work related injuries
- ✓ Conducted a in depth internal investigations related information to the director and regional director
- ✓ Provided as primary contact for all security and emergency related matters
- ✓ Prepared local criminal justice program for ACICS Site Visit-successful passed
- ✓ Worked with Academic Affairs on 2012 ACICS Accreditation Visit
- ✓ Chaired the 2012 MCCA Professional Development Conference
 - Coordinated 13 different breakout sessions
 - Managed the development of the program

05/2008 to 12/2008 * Assistant Dean of Education * Brown College, Mendota Heights Minnesota

Provide faculty development and learning opportunities for residential and on campus instructors; lead faculty development committee; lead the development of the Brown College catalog and subsequent revisions; assist the Dean of Education in planned distance education initiatives; work with assessment coordinator to develop measures for online education; deal with faculty, student and staff concerns as appropriate; work with marketing department to determine potential revenue streams for Brown College.

Accomplishment

- ✓ Developed policies and procedures for compliance with Federal ADA act
- ✓ Chaired academic appeals committee
- ✓ Developed professional development for faculty teaching online/residential

- ✓ Developed policies and procedures for an appeals committee
- ✓ Championed professional development for all employees
- ✓ Prepared materials to be current with ACCSC Accreditation Standards
- ✓ Ensured that online classes followed ACCSC Accreditation Standards

01/2007 to 05/2008 * Chair of Professional Studies Department * Leech Lake Tribal College, Cass Lake Minnesota
 10/2005 to 05/2008 * Law Enforcement Program Coordinator * Leech Lake Tribal College, Cass Lake Minnesota

Development and management of degree programs that fall under the Professional Studies Division; chair department meetings, and keep minutes; assist with recruitment and hiring of adjunct faculty; ensure that college policies and procedures are followed; actively engage in research and grant writing; provide input and assistance to Dean and Assistant Vice President regarding the growth of programs; act as a liaison with the Leech Lake Band of Ojibwe

Assist faculty in the development of course curriculum; market and promote the program to local high schools; conduct student background-checks; help students with course scheduling and transfer of credits; post jobs for students in law enforcement and other criminal justice career fields; coordinate meetings for the local law enforcement agencies; develop continuing education classes for current officers, social workers and other criminal justice professionals; attend and became active in local groups dealing with criminal justice and law enforcement issues; researched and submitted Minnesota Peace Officers Standards and Training application to provide police officer education in Minnesota; provisional status granted to Leech Lake Tribal College on January 26, 2007 full status in the spring of 2008

Accomplishments

- ✓ Successfully applied to the Minnesota POST Board for PPOE Status
- ✓ Successfully developed, prepared and presented material for a MN POST site-visit
- ✓ Presented before the MN POST Board
- ✓ Presented before the Leech Lake Tribal Council
- ✓ Presented before the Red Lake Tribal Government- Law Enforcement Commission
- ✓ Drafted training contracts for the White Earth Tribal Government
- ✓ Created trainings for the Leech Lake Band of Ojibwe
- ✓ Facilitated meetings between tribal, state and county governments
- ✓ Developed policies and procedures for the law enforcement program
- ✓ Developed recruitment strategies for law enforcement students
- ✓ Developed policies and procedures for Leech Lake Tribal College campus security
- ✓ Acted as a subject matter expert on law enforcement training in Indian Country
- ✓ Located for approximately \$500,000 dollars worth of free government training for law enforcement officers
- ✓ Invited to New Mexico to speak on Tribal Law Enforcement Issues by BJA

Adjunct Instructor Position

05/2012-Present: Associate Professor-Saint Mary's University-Teaching Organizational Effectiveness to Ed.D Students- Blended
 05/2012-Present: Instructor-National American University Online-Teaching- Course Introduction to Criminal Justice-Online
 01/2013-April 2013: Globe University- Teaching MBA Classes
 09/2009-12/2009: Instructor-Century College-Taught Community Policing-Online
 06/2004-03/2005: Instructor-Rasmussen College-Taught- Intro to Corrections, Criminal Justice, and Comm. Policing- Residential

Investigative Experience

7/2004 to 6/2005 * Police Officer * City of Dundas Police Department, Dundas Minnesota

Patrolled the city in a proactive manner; conducted criminal investigations at the misdemeanor and felony level; secured and recovered evidence from crime scenes; acted as a liaison with other agencies during on-going investigations; maintained detailed written reports documenting criminal activity; acted as a first responder to all medical emergencies.

12/2001 to 7/2004 * Police Officer * City of Gothenburg Police Department, Gothenburg Nebraska

Patrolled the city in a proactive manner; conducted criminal investigations at the misdemeanor and felony level; secured and recovered evidence from crime scenes; acted as a liaison with other agencies during on-going investigations; created and coordinated activities for schools and within the community; maintained detailed written reports documenting criminal activity; acted as a first responder to all medical emergencies

Accomplishments

- ✓ Developed policy and procedures for regional child abuse teams
- ✓ Developed school policies for the investigation of child abuse
- ✓ Developed model policies for area clinics and hospitals
- ✓ Provide training and support regarding the investigation of child abuse to local hospitals and clinics
- ✓ Developed a positive working relationship with local media-directly impacted 9 news articles
- ✓ Developed, planned and implemented training and youth programs at the elementary school
- ✓ Re-established the police mountain bike patrol unit
- ✓ Acted at the primary contact for all child abuse/neglect and sex assault cases
- ✓ Developed and implemented a working relationship with local health and human services investigators
- ✓ Maintain a clearance rate of approximately 45% on all crimes
- ✓ Created, and promoted a local citizens police academy

9/2000 to 12/2001 * Police Officer * Los Angeles County Police, Los Angeles California

Patrolled assigned area in a proactive manner; conducted traffic enforcement, and criminal enforcement; maintained evidence for court; testified in criminal court cases; acted as a liaison between Los Angeles County and the public; kept detailed records of contacts during all criminal investigations; wrote all reports as needed

9/2004 to 10/2005 * Loss Prevention Manager * Kmart, Dundas Minnesota

Responsible for detecting, reporting, and resolving all issues related to Loss Prevention and Inventory Shortage. Directly involved in training store associates on all shrink reduction and Inventory Preparation programs. Supervised and trained Loss Prevention staff.

Education

Ed.D in Educational Leadership * Argosy University, Twin Cities Minnesota * December 2010
M.S. in Criminal Justice Administration * Central Missouri State University, Warrensburg Missouri * May 2005
Basic Police Academy * Rio Hondo College, Whittier California * February 2001
B.S. in Social Science * Wayne State College, Wayne Nebraska * May 1999
Certified Litigations Specialist * Americans for Effectiveness in Law Enforcement * April 2013

Accreditation Experience

Leech Lake Tribal College- Higher Learning Commission- subcommittee and part of initial accreditation
Leech Lake Tribal College- Peace Officer Standards and Training Board- Program specific Minnesota Law Enforcement
Brown College- ACCSC- Online Programmatic Manager
ITT Technical Institute- ACICS- Programmatic accreditation-on-site visit/material preparation
ACICS- Criminal Justice Peer Evaluator
Drafted White Paper to the Minnesota POST Board on accreditation

Textbook Proposals

Security-Past, Present and the Future - in proposal phase
Criminal Justice Careers - in proposal phase

Media Appearances

April 2012- Child Abuse Investigations Policeone.com: Five minute interview with Betsy B. Smith on Child Abuse Investigations during the 2012 ILEETA Conference 11-28-12

Indian Country News (2008) Leech Lake Tribal College adds security training
<http://indiancountrytodaymedianetwork.com/ictarchives/2008/02/06/leech-lake-tribal-college-adds-security-training-92183>

Gothenburg Times-Print Media

Barrett, E. (2004) School prepped about child abuse-local police officer tries to get everyone on the same page

Barrett, E. (2004) MIP, Juvenile, DWI Arrests Increase Gothenburg.
Barrett, E. (2003) Medical personnel get does of abuse training forensic interview specialist tells what to look for in cases
Barrett, E. (2003) Adults target in underage drinking project
Barrett, E. (2003) Local child abuse/neglect to be dealt with by team
Barrett, E. (2003) Law enforcement officials carry the torch
Barrett, E. (2003) Police officer offers safety tips for kids, parents
Egenberger, D. (2003) Police academy to offer more than career training-department still gauging interest

Personal Research Projects

Non-Sworn Park Law Enforcement Officers/Agents
College Security Officers/Public Safety Officers (non-sworn) Use of Force
For-Profit Education and Campus Safety/Security
Educational Accreditation
Tasers and Use of Force
Expertise in Law Enforcement
Apologies in limiting lawsuits

Service to Community

06/2012 to Present * Clery Center for Security on Campus-Advisory Board Member
08/2011 to Present * Minnesota Office of Justice Programs- Crime Victims Conference-Committee member
05/2011 to Present * Recruitment and Retention Sub-Committee-MN Hockey * Member
05/2011 to 01/2012 * Minnesota School of Business- Advisory Committee * Member
08/2012 to 12/2012 * Minnesota Career College Association Professional Development Sub-Committee * Acting-Chair
10/2011 to 11/2012 * Law Enforcement Family Support Network * Vice President
09/2009 to 08/2012 * Minnesota Career College Association Professional Development Sub-Committee * Member
03/2010 to 10/2011 * Law Enforcement Family Support Network * Treasurer
09/2010 to 03/2010 * Law Enforcement Family Support Network * Member
6/2008 to 12/2008 * Minnesota Career College Association * Professional Development * Member
2/2008 to 5/2008 * Sexual Assault Program of Beltrami, Cass and Hubbard Counties * Interim Chair
11/2007 to 2/2008 * Sexual Assault Program of Beltrami, Cass and Hubbard Counties * Treasurer
8/2006 to 11/2007 * Sexual Assault Program of Beltrami, Cass and Hubbard Counties * Vice Chair
2/2006 to 8/2006 * Sexual Assault Program of Beltrami, Cass and Hubbard Counties * Board Member
10/2005 to 4/2008 * Cass Lake Weed and Seeding Steering Committee * Steering Committee Member
1/2006 to 5/2006 * Sexual Assault Task Force * Member

Honors, Awards, Commendations, Scholarships

Certificate of Appreciation Federal Law Enforcement Training Center, 2012
Certificate of Appreciation Federal Law Enforcement Training Center, 2011
Certificate of Appreciation Federal Law Enforcement Training Center, 2011
Certificate of Appreciation Federal Law Enforcement Training Center, 2010
Award of Service to Cass Lake Weed and Seed, 2008
Certificate of Recognition, Cass Lake Weed and Seed, 2008
Certificate of Appreciation, Cass Lake Weed and Seed, 2008
Certificate of Appreciation Cass Lake Weed and Seed, 2007
Tribal Land Methamphetamine Training Focus Group: Subject Matter Expert, 2006
Certificate of Appreciation from Federal Law Enforcement Training Center, 2006
1st Annual Topsy Turvy Award: Los Angeles County Police, 2001

Professional Associations

Police Executive Research Forum- (PERF) Subscribing Member
International Law Enforcement Educators and Trainers Association-Member
International Association of Chiefs of Police-Associate Member
IACP- Indian Country Section-Member
Infragard-Minneapolis Chapter-Member
Minnesota Police Chiefs Association- Supporting Member
International Association of Interviewers-Charter Member
Federal Bureau of Investigations-LEEDA Member-expired
Mid-West Criminal Justice Association-Member-expired

Meetings Facilitated

11/2007: Leech Lake Band of Ojibwe Child Welfare Office and other Band Division: concentrated on internal protocols and procedures for the intake of children in the social services, survey created and research conducted

5/2007: Leech Lake Band of Ojibwe and other criminal justice professionals in the Ninth Judicial District: focused on the Indian Child Welfare Act

Request for Proposals

2011- Washington State- Clery Compliance Training
2012- City of St. Louis Park Minnesota- Public Safety Analysis
2012- City of Newburgh New York- Police Consultant Study
2013- City of Cloquet, Minnesota- Law Enforcement Analysis
2013- Amber Charter School- New York- Security Assessment
2013- Minneapolis Park Police Chief- Executive Search

Grants Written

Privation Foundation Grants

Annie Casey Foundation
Burlington Northern Santa Fe Railroad
Burger King

State Grants

Minnesota Office of Justice Programs Juvenile Justice Advisory Committee
Minnesota Job Skills Partnership Program- FUNDED

Federal Grants

Weed Seed Initiative
Training and Technical Assistance Gang Program
Assisted with part of the Leech Lake Band of Ojibwe COPS Grant- FUNDED

Books Reviewed

Whitehead, J. & Dodson, K. (n.d) Exploring Corrections in American, Anderson Publishing

Official Correspondences

01/2011: Communication with the Minnesota POST Board- Accreditation
09/2010: Communication with the Minnesota POST Board Training Committee-Accreditation
01/2009: Phone call with Malcolm Jones FLETC Division Chief of Office of State and Local Training
12/2008: Letter to the Federal Law Enforcement Training Center in regards to Indian Country Law Enforcement Training
06/2007: Letter to the VAWA Office in Washington D.C. regarding Domestic Violence in Indian Country Training
06/2008: Communication with Metro State University regarding an Articulation Agreement
06/2008: Communication with Concordia Saint Paul regarding an Articulation Agreement
11/2006: Application to Minnesota POST Board for Leech Lake Tribal Colleges PPOE

Published Articles

Stiehm, M. (2011) Professional Development. Information posted at www.bodyguardcareers.com
Stiehm, M. (2011) Interview and Interrogation. Information posted on www.bodyguardcareers.com
Stiehm, M. (2011) Leadership. Information posted on www.bodyguardcareers.com
Stiehm, M. (2011) Retirement. Information posted on www.bodyguardcareers.com
Stiehm, M. (2011) Piece of paper. Information posted for www.bodyguardcareers.com
Stiehm, M. (2011) Use of Force. Information pending for www.bodyguardcareers.com
Stiehm, M. (2011) Leadership. Information posted on www.policecrunch.com
Stiehm, M. (2011) Lessons Learned from Randy Pausch posted on www.policecrunch.com
Stiehm, M. (2011) Transformation and Servant Leadership posted on www.policecrunch.com
Stiehm, M. (2011) Criminal Justice Education posted on www.policecrunch.com
Stiehm, M. (2011) Campus Perception of Crime posted on www.policecrunch.com
Stiehm, M. (2011) The Past, Present and Future of Law Enforcement posted on www.policecrunch.com
Stiehm, M. (2011) Campus Safety II posted on www.policecrunch.com
Stiehm, M. (2011) Organizational Assessment posted on www.policecrunch.com
Stiehm, M. (2011) Educational Degrees posted on www.policecrunch.com
Stiehm, M. (2011) Professional Networking posted on www.policecrunch.com
Stiehm, M. (2011) Child Abuse Investigations posted on www.policecrunch.com
Stiehm, M. (2012) Below 100 posted on www.lawenforcementtoday.com

Stiehm, M. (2012) Below 100 posted on <http://leadership-online.blogspot.com>
 Stiehm, M. (2012) Careers posted on www.lawenforcementtoday.com
 Stiehm, M. (2012) Leadership posted on www.lawenforcementtoday.com
 Stiehm, M. (2012) Branding you pending on www.lawenforcementtoday.com
 Stiehm, M. (2012) Lessons Learned from Randy Pausch Achieving Childhood Dreams posted on lawenforcemetoday.com
 Stiehm, M. (2012) Peels Principles pending on www.lawenforcementtoday.com
 Stiehm, M. (2012) Your Legacy, Past, Present, and Future posted on www.lawenforcementtoday.com
 Stiehm, M. (2012) Expertise on www.lawenforcementtoday.com
 Stiehm, M. (2012) Program Evaluation pending on www.lawenforcementtoday.com
 Stiehm, M. (2012) Law Enforcement-Trust, and Self Governance www.lawenforcementtoday.com
 Stiehm, M. (2012) Leading and Managing Change- New Approaches on www.lawenforcementtoday.com
 Stiehm, M. (2012) ILEETA 2012 www.lawenforcementtoday.com
 Stiehm, M. (2012) Retirement on www.lawenforcementtoday.com
 Stiehm, M. (2012) Use of Force, ILEETA journal (pending)
 Stiehm, M. (2012) Organizational Assessment www.lawenforcementtoday.com
 Stiehm, M. (2012) Child Abuse Investigations pending www.lawenforcementtoday.com
 Stiehm, M. (2012) IA Investigations pending www.lawenforcementtoday.com
 Stiehm, M. (2012) A Cup of Coffee www.lawenforcementtoday.com
 Stiehm, M. (2012) ILEETA Legacy Project- ILEETA Journal *pending*
 Stiehm, M. (2012) Training, Friends and an Eating Challenge? www.lawenforcementtoday.com
 Stiehm, M. (2012) Truth, Justice and the American Way www.lawenforcementtoday.com
 Stiehm, M. (2012) Collaboration www.lawenforcementtoday.com
 Stiehm, M. (2012) Book Review-Never Eat Alone by K. Ferrazzi-The Journal of Law Enforcement
 Stiehm, M. (2012) Non-Sworn Park Law Enforcement Officers and Use of Force- The Journal of Law Enforcement
 Stiehm, M. (2012) Succession Planning in Park Law Enforcement Association-(pending)
 Stiehm, M. (2012) Crime Perceptions Park Law Enforcement Association (pending)
 Stiehm, M. (2012) Child Abuse Investigations-The Journal of Law Enforcement
 Stiehm, M. (2012) Campus Safety and Security Use of Force of Non-Sworn-IACLEA Journal
 Stiehm, M. (2012) Misdemeanor Child Abuse Investigation-www.policeone.com
 Stiehm, M. (2013) Strategic Planning for Small and Medium Sized Police Departments (04-11-13)
 Stiehm, M. (2013) For-profit instructors a time for a paradigm shift (completed)
 Stiehm, M. (2013) Managing Use of Force Incidents (completed) Law and Order Magazine-pending
 Stiehm, M. (2013) Continuum Based V. Constitutional Based Force Training-(in progress)
 Stiehm, M. (2013) Training Excellence-(in progress)
 Stiehm, M. (2013) Expertise in Criminal and Civil Litigation (in-progress)
 Stiehm, M. (2013) Honoring the Law Enforcement Botherhood
 Stiehm, M. (2013) I'm Sorry (working title, in progress)
 Stiehm, M. (2013) Higher Education and Consent Decrees (working title, in progress)
 Stiehm, M. (2013) Would Tom Swift Approve the Use of the "Taser" Today

Dissertations Committees

Martin, T. (2011) School safety in higher education: Perceptions of Safety at The University of Wisconsin- Eau Claire

Professional Consultations

12/2012: Minnetonka - Clear Springs Elementary School- Security Review and Lock Down Procedures
 12/2012: Ryan Kaess Attorney at Law-Criminal Case-Expert Review
 2/2012: Pearson Publishing- Criminal Justice Forensic Capstone Class
 1/2012: Proposal with international training organization on Leadership Management in Investigations
 1/2012: Pearson Publishing- Criminal Justice Curriculum Development- Online Criminal Investigations
 11/2011: Pearson Publishing- Criminal Justice Curriculum Development- Security Management
 9/2011: Pearson Publishing- Criminal Justice Curriculum Development- Criminal Investigations
 5/2009: Chris Grant Consulting: Development of a Sexual Assault Investigation Course
 4/2009: Consulted with a Real Estate Association Program
 4/2009: Chris Grant Consulting: Development of a Domestic Violence Course
 3/2009: Federal Law Enforcement Training Center, Domestic Violence Instructor Training Program,
 2/2009: Leech Lake Tribal College, Minnesota Job Skills Partnership Grant Review
 1/2009: Safety and Security Presentation for McNally Smith
 11/2008: McNally Smith Campus Security Site visit and Recommendations
 11/2008: Private College Campus Security Evaluation and Report

8/2008: Health East: Interview and Interrogation Training and Use of force consulting
 7/2008: Health East: Interview and Interrogation Training and Use of force consulting
 4/2007: Leech Lake Tribal College: security needs in response to the Virginia Tech Shooting
 3/2007: Leech Lake Gaming Northern Lights: General security officer safety in a casino environment
 2/2007: Leech Lake Gaming Palace Casino: General security officer safety in a casino environment
 1/2007: Ninth District Public Defenders Office: Front desk consultation and review of office areas for general safety
 9/2006: Leech Lake Band of Ojibwe Health Division: General safety consultation for front line health workers
 3/2006: BUG School Security: Response to general security issues at the school

Trainings Coordinated

05/2013: ALICE Training
 01/2012: FLETC-Digital Photography
 01/2012: FLETC-Use of Force Instructor Update
 11/2011: FLETC-Winning Mind with Brian Willis
 10/2011: Under Cover Operations
 04/2011: FLETC-Intelligence-Led Policing for Rural Executives
 04/2011: Identity Theft Training with Life Lock
 03/2011: Pharmaceutical Diversion Training
 02/2011: FLETC-Drug Law Enforcement Training Program
 01/2011: FLETC-First Responder Training Program
 11/2010: FLETC- Anti-Terrorism Intelligence Awareness Training Program
 10/2010: Scenario-Based Executive Level Training-FEMA AWR-201
 06/2009: Introduction to Islamic Terrorism with Multijurisdictional Counterdrug Task Force Training
 05/2008: State and Local Anti-Terrorism Training with Institute for Intergovernmental Research
 03/2008: Courtroom Testimony with Multijurisdictional Counterdrug Task Force Training
 09/2007: Financial Investigative Techniques with Multijurisdictional Counterdrug Task Force Training
 09/2007: Pharmaceutical Investigations with Multijurisdictional Counterdrug Task Force Training
 08/2007: Undercover Operations with Multijurisdictional Counterdrug Task Force Training
 06/2007: Child Protection Training with the Leech Lake Band of Ojibwe
 05/2007: Patrol Interdiction with Multijurisdictional Counterdrug Task Force Training
 04/2007: Analytical Investigative Techniques with Multijurisdictional Counterdrug Task Force Training
 03/2007: Criminal Street Gangs with Multijurisdictional Counterdrug Task Force Training
 03/2007: First Responder Training with Leech Lake Band of Ojibwe
 03/2007: First Responder Refresher Training with Leech Lake Band of Ojibwe
 12/2006: First Responder Training with Leech Lake Band of Ojibwe
 12/2006: First Responder Refresher with Leech Lake Band of Ojibwe
 07/2006: State and Local Anti-Terrorism Training with Institute for Intergovernmental Research
 06/2006: G.R.E.A.T. Officer Training with Mid-West G.R.E.A.T
 06/2006: Arson Investigation with Minnesota Bureau of Criminal Apprehension
 05/2006: Forensic Interview Training with First Witness
 05/2005: Community Emergency Response Team with Leech Lake Band of Ojibwe
 03/2006: Crime Scene Investigation with Minnesota Bureau of Criminal Apprehension

Formal Professional Presentations

08/2013: *Using Experts in Criminal Litigation- MN Criminal Justice Institute-CLE's*
 04/2013: Mid America IACLEA-Your Legacy-Succession Planning and Mentoring
 01/2013: Park Law Enforcement Conference Managing Use of Force
 06/2012: ITT Technical Institute-Your Succession Planning and Mentoring
 06/2012: ITT Technical Institute- Interview and Interrogation for Security Officers
 04/2012: ILEETA Conference- Your Legacy-Succession Planning and Mentoring
 10/2011: National Ranger Mini-Institute- Your Legacy-Succession Planning and Mentoring
 10/2011: National Ranger Mini-Institute- Interview and Interrogation
 10/2011: MCCA Conference- Your Legacy-Succession Planning and Mentoring
 10/2011: IACP Conference-Chicago Presenter-Law Enforcement Family Support Network
 10/2011: Chair-Panel Discussion at Midwest Criminal Justice Association on Security/Safety
 06/2011: MN IACLEA Conference – Community Policing on College Campuses
 04/2011: ILEETA Conference- Police Officer to College Instructor
 10/2010: Minnesota Career Colleges Association-Personal Security
 10/2010: Minnesota POST Board Training Committee-Accreditation
 08/2009: American Correctional Association Conference: Professional to College Instructor

04/2009: ILEETA Conference, Law Enforcement Trainer to College Instructor
 03/2009: FLETC DVITP in Grand Island Nebraska
 03/2009: South Metro Public Safety Training Center, Law Enforcement Trainer to College Instructor
 01/2009: McNally Smith School of Music, Safety Presentation
 11/2008: Minnesota Career Colleges Association
 06/2008: Brown College, Safety Presentation
 02/2008: Health East, Security Consulting
 11/2007: Leech Lake Tribal Police and Social Workers Meeting
 10/2007 thru 12/2007: Minnesota Job Skills Security Officer I
 08/2008: ICWA Interview Training
 06/2007: ICWA Personal Safety
 03/2007: ICWA/Child Abuse Training
 03/2007: Presentations at Concordia University, Various Topics
 03/2007: Presentation to Leech Lake Gaming, Security
 02/2007: Presentation to Minnesota Job Skill Partnership
 02/2007: Leech Lake Gaming, Safety Presentation
 01/2007: Ninth District Office Staff, Front Desk Safety Presentation
 01/2007: Presentation to the Minnesota POST Board
 11/2007: Leech Lake Police, Interview/Interrogation
 11/2006: Leech Lake Band of Ojibwe, Safety Presentation
 10/2006: Ninth District Public Defenders, Safety Presentation
 10/2006: Open program, Interview/Interrogation
 09/2006: LLBO Health Division, Safety Training
 05/2006: BSU Continuing Education Conference, Peace Officer Rights
 03/2006: Bug-O-Nay-Ge-Shig School, Security Awareness and Use of Force
 03/1999: Ethics of Deception in Undercover Operations- Academy of Criminal Justice Sciences
 03/1999: Roundtable-ACJS-Community Service and Service Learning

Trainings Created

Criminal Justice Capstone-Contractor Pearson Publishing
 Criminal Investigations Residential Course-Contractor Pearson Publishing
 Security Manage-Residential Course-Contractor Pearson Publishing
 Criminal Investigations-Online-Contractor Pearson Publishing
 Evaluation to achieve success
 Community Policing and Implementation on a College Campus
 Your Legacy-Succession Planning and Mentoring
 Community Policing on a College Campus
 Professional to College Instructor
 Sexual Assault Investigations-CMG Consulting/Contractor
 Domestic Violence-CMG Consulting/Contractor
 Train the Trainer
 Leadership and Discipline
 Testifying
 Documentation and Report Writing
 Protecting the Customer
 Protecting the Assets
 Radio Procedures
 Public Relations
 Ethics and Professional Conduct
 Report Writing
 ICWA Social Worker Interview School
 Safety Presentation: ICWA Employees
 Complaint Investigation
 Child Abuse
 Force Options
 High Risk Stops
 Interview/Interrogation
 Leadership for First Line Law Enforcement Supervisors
 ICWA/Child Abuse
 Safety Presentation: Security Officers

Safety Presentation: Ninth District Investigators
Safety Presentation: LLBO Health Division Employees
Front Desk Safety Presentation: Ninth District Front Desk Employees

Law Enforcement Training

Investigations

Kinesic Interview & Interrogations
Course on Scientific Content Analysis,
L.S.I. Advanced Workshop,
Small Voices: Child Interviewing
Reid Interviewing
Field Training Officer
Arson Investigations
SLATT Tribal Lands Terrorism Briefing
Analytical Investigative Techniques
Interview and Interrogation
Practical Homicide Investigation
Patrol Interdiction
Undercover Operations
Pharmaceutical Drug Investigations
Financial Investigative Techniques
Courtroom Testimony
UMCPI Internal Affairs Investigators Course
Conducting Death Investigations (Sept 2013)

Use of Force

AELE-Certified Litigations Spec.
AELE-Lethal and Less Lethal Use of Force
AELE-Discipline and Internal Investigations
AELE-Managing Use of Force
ALICE Instructor Training Certification
Minnesota Police Liability-
L.E.A.D.S –LE Active Diffusion Strategies (July 2013)
Officer Involved Shooting by PATC (August 2013)
Force Science Institute Training-Madison Police Department (October 2013)
Use of Force Instructor Program
Use of Force Instructor Update-FLETC-RPI
Pressure Point and Control Tactics Instructor Training Program (*exp cert*)
Rape Aggression Defense Instructor Program (*exp cert*)

Federal Law Enforcement Training Center

Domestic Violence Instructor Training Program
Domestic Violence Indian Country Training Program
Domestic Violence Indian Country Instructor Training Program

Leadership

Leadership Academy
MN Chiefs Chief Law Enforcement Officer and Command School
FBI Law Enforcement Executive Developments Seminar
SBLET-Executive Leadership
Field Training Associations-FTO Training Certification

Minnesota Homeland Security Training

05/2007: G801 Minnesota National Incident Management
01/2009: HSEEP-Homeland Security Exercise and Evaluation Program
02/2009: ICS300 Intermediate Incident Command System
03/2009: ICS400 Advanced Incident Command System

Churchill, Susan [DAS]

From: Joelle Stolte
Sent: Friday, May 31, 2013 2:19 PM
To: Churchill, Susan [DAS]
Subject: 12221BR
Attachments: resumeNew Joelle[1].docx; JOELLE M References (2)[1].docx

Categories: Blue Category

Susan Churchill
Iowa Department of Administrative Services
Hoover State Office Building
1305 East Walnut, Level A
Des Moines, Iowa 50319-0150
Fax: 515-281-6450

Dear Ms. Churchill

I am a motivated, enthusiastic individual, who is interested in being part of the Iowa Department of Administrative Services. I have applied on-line for the above listed job position posted on your website and would like to attach additional documentation for review.

The position offers a great opportunity to utilize a combination of skills and experiences that I have gained throughout my career. With my wide range of experiences in the medical field, wellness industry, and more recently public health, I believe that I would bring to the position a fresh perspective and effective supervisory skills that would be an asset to your organization.

I am currently the laboratory supervisor for the Polk County Health Department. I manager all aspects of the county health department laboratory including but not limited to, STD testing, Chronic and acute disease indicators, and communicable disease testing. We are a CLIA accredited laboratory and perform a range of waived to high complexity testing within our facility. We also work very closely with the State Hygienic Laboratory, other area reference labs, and local medical facilities. I am also the program manager for the Metropolitan Partnership for Lead Safe Housing and the Program Director for our Lead Hazard Control Grant for Polk County. I oversee eight full time staff, under two different programs for the local health department.

Prior, I worked for the Iowa Department of Public Health, in the environmental health division, managing two state programs. I performed home inspections and was responsible for case management for nine counties across the state, and was the contact person for 13 local programs. In addition I have worked in the medical field for over 19 years. My experience ranges from research, clinical medicine, wellness, safety training, and public health.

I currently have a Masters Degree in Public Health from Des Moines University and bachelors in Biology from Simpson College. I also recently began a PhD program in Public Health with an emphasis in epidemiology at Walden University.

Experience Summary:

Program Manager/Program Director for Lead Hazard Control Program/ Lead Poisoning prevention.

Manage and oversee all aspects of county health department laboratory.

Epidemiological experience in regard to laboratory testing and statistical and data analysis for public health.

Familiar with Health Care Reform, Affordable Care Act, Medicaid and Medicare and various other health care billing and insurance agencies.

Outreach and education. Responsible for educating the public, working directly with families and also with professionals to prevent health risks and minimize acute and chronic disease.

Certification and training manager for all Iowa Approved Lead Training Providers according to EPA and CDC federal regulations.

I have performed audits, provide training materials, and update training curriculums to abide by Iowa administrative codes.

I have managed the EPA RRP and pre-renovation environmental safety notification rule for the state of Iowa. Working directly with contractors and landlords to ensure they are in compliance with state lead safe regulations.

Environmental Specialist Senior/Certified Lead Inspector/Risk Assessor, and Healthy Homes Specialist.

I am a Medical Laboratory Technician board certified through the American Society of Clinical Pathologist.

Wellness professional- experiences as a personal Trainer, wellness coach, and certified Yoga Instructor by the American Council on Exercise.

I am thrilled to find an opportunity and position that could combine my skills and experience.

Thank you for your consideration. Sincerely,
Joelle M Stolte, MPH, MLT (ASCP)

Laboratory Supervisor/Lead Program Manager

Polk County Health Department

Joelle Stolte, MPH (ASCP)
Laboratory Supervisor
Lab Services/Lead Poisoning Prevention Program



Objectives

To obtain a challenging and progressive career that utilizes my achievements, skills, strategic thinking, and leadership abilities.

Results oriented, detailed professional, with work experience in a variety of disciplines. Including management in state and local public health, clinical and community based medicine, research, laboratory science, wellness education, and health coaching. A dedicated public health professional devoted to protecting people, their health, and the environment.

Experience

Date of Employment : December 2010

Polk County Health Department

Des Moines, IA

Health Program Manager/Clinical Laboratory Supervisor

- Clinical Laboratory Supervisor for Local Health Department High Complexity CLIA Accredited Laboratory.
- Additionally Program Director/ Manager for HUD Grant funded Lead Hazard Control and Healthy Homes Program
- Oversee nine full time staff for two different programs within the local health department.
- Direct and manage all aspects of the clinical laboratory services and also a HUD grant funded and County matched program for lead hazard control and Healthy Homes. I am also the program supervisor for the CDC/State contracted Childhood lead poisoning prevention program (CLPPP) for the local health department.

Experience

Date of Employment : July 2006

Iowa Department of Public Health

Des Moines, IA

Environmental Specialist Senior/EPA Program Manager

- Program Manager for two EPA federally funded Programs for the State Health Department. Managed all aspects of the RRP and PRE EPA Programs within the environmental health division.
- Program Manager for the state approved Lead Training and Certification Program. Managed 30 Certified Training Provider Firms across the state.
- Conducted Audits and Training on Lead Certified professional's to ensure they were in compliance with all federal and state policy regulations.
- Pb Inspector/Risk Assessor/Case Manager. Main contact responsible for managing CLPPP Programs in nine other counties across the state of Iowa

Experience

Date of Employment : June 2005
Mercy Medical Center / Mercy Medical wellness Center
Des Moines Iowa

Microbiologist –FT/Yoga Instructor, Wellness Coach-PT

- Microbiologist technologist for the microbiology laboratory within the main Medical Hospital.
- Conducted bacteriology and virology disease investigation for hospital patient population.
- Reported normal, abnormal, and critical results to aid in the prevention of disease and support treatment and medical procedures to Hospital physicians, nurses, and applicable medical professionals as appropriate. Data entry and report reviews into main medial electronic records system.
- Additionally part time health and wellness coach for the hospital fitness facility. Instructed patients, employees, and participant in safe, health physical activities to aid in the prevention of chronic disease, and encourage healthy lifestyle behaviors.

Experience

Date of Employment : January 1997
R & D Systems
Minneapolis, MN

Quality Control Research Technologist

- Quality Control Technologist that performed Laboratory Testing procedures to aid in the research of Cancer Prevention
- Performed and tested to ensure quality control and quality assurance on ELISA, Enzyme immunoassays that examined enzymes and human biological response related to disease.
- Generated and reported Data Analysis on Testing Procedures.

Education

Dates of Attendance : 2/1/2012 To 11/1/2014
Walden University Mpls, M.N.
PhD in Epidemiology/ Public Health
College of Health Sciences

Dates of Attendance : 8/1/2007 To 12/1/2011
Des Moines University Osteopathic School of Medicine, Des Moines, IA
Master In Public Health (MPH)
College of Health Science

Dates of Attendance : 8/1/2004 To 5/1/2007

Simpson College, Indianola, IA

Bachelors of Art Degree in Biology

Biology Department

Pre-Med Emphasis

Minor in Psychology

Dates of Attendance : 8/1/1991 To 5/1/1993

St Paul Community College, St. Paul, M.N.

Associate of Applied Science (MLT)

Medical Laboratory Technician (ASCP)

Board certified by the American Society of Clinical Pathologists

Memberships/Certifications:

- Member of the Iowa Public Health Association (IPHA)
- Member of the American Public Health Association (APHA)
- Member of the Association of Public Health Laboratories (APHL)
- Member of the Iowa Coalition against Domestic Violence
- National Incident Management System Certification (NIMS) –Safety Officer for PCHD
- FEMA Emergency Preparedness Training In: ICS-100, ICS-200, ICS-300, ICS-400, ICS-700
- Certified Healthy Homes Specialist (HHS)
- Member of National Environmental Health Organization (NEHA)
- Certified Quality Improvement Champion-Multi State Learning Collaborative (MLC)
- Licensed Certified Lead Inspector/Risk Assessor /Sampling Technician (IDPH)
- Certified Lead Abatement Contractor
- Board Certified Laboratory Professional by the American Society of Clinical Pathologists
- Trained In HIPPA Compliance
- Blood Borne Pathogen and Infection Control Training
- CPR Certified for Adult and Pediatric Care (American Heart Association)
- Certified Personal Trainer ACE (American Council on Exercise)
- Certified Wellness Coach in Yoga, Spinning, and weight lifting training /Specialty Exercise therapy
- Apex Nutrition Certified
- Ability to speak basic Spanish (3 years of Spanish Intermediate level)

PRESENTATIONS:

March 9, 2012. Quality Improvement Training-Polk County planning team and community members.

March 2, 2012. Healthy Polk. Prevention Wellness Stakeholder Gathering. Des Moines, IA.

June, 22, 2011. EPA Regulations for Lead Safe Renovation for Iowa Builders-Iowa Home Builders Association.

October 20, 2008. How to Protect Your Family and Your Environment from Lead Poisoning -Muscatine Landlords Association

November 18, 2010. Federal and State Regulations pertaining Iowa Administrative Code 641 chapters 68-70- Iowa Landlord Association Seminar and Trade Show.

January 13, 2010. EPA Lead Renovation, Remodeling and Painting Rules; An Iowa Update-Ames Home Builders Association.

April 20, 2010. New Federal and State Lead Rules. Working towards CEU credits for Plumbers and Contractors-Plumbing and Mechanical Systems Board Meeting. Iowa State Plumbing and Mechanical Board.

May 2010. Workshop and Training Seminar Breakout session for State Lead Safe Renovation Rules-Pella Pro Expo, Rock Island Illinois.

May 2010. EPA Region 7 State News Updates- Kansas City, Kansas.

April 2010. Working together to implement Lead Safe Renovation State and Federal Regulations.- Iowa Housing Officials-Des Moines Botanical Center.

2009 and 2010. EPA Regulations for Lead Safe Renovation for Iowa Workshop and Training Seminar Breakout session for State Lead Safe Renovation Rules. Iowa Governors Conference.

2009- EPA, HUD, and State Regulations for Lead Safe Renovation- Iowa Bremer Landlords and Northland Regional Housing Authority.

2009- Educational Seminar on OSHA lead in Construction, HUD, EPA, and State Regulations pertaining Iowa Administrative Code 641 chapters 68-70-Iowa Buildings and Grounds Maintenance Association.

April 20, 2009. Federal and State Lead Rules. Working towards compliance with state and local public health. -Boone Board of Health

April 2009- April 20, 2010. New Federal and State Lead Rules. Working towards. EPA Regional Conference. Louis Missouri.

Others:

Iowa Cultural and Language Conference- Breakout session.

Iowa State Weatherization Members- Update on State Rules. Annual Conference, Okoboji Iowa

Iowa Department of Public Health Regional Environmental Health and Safety Conferences

References available by request

JOELLE M.STOLTE
MPH, B.A. BIOLOGY, MLT (ASCP, NCA)
REFERENCES:

Mindy Uhle
Healthy Homes Coordinator
Iowa Department of Public health
[REDACTED]
[REDACTED]

Sandra Scholten, NP
Nurse Practitioner
Polk County Health Department
[REDACTED]
[REDACTED]

Laurie Riggs
Abatement Coordinator/Training Manager
Polk County Health Department
[REDACTED]
[REDACTED]

Carmily Stone
Bureau Chief/Environmental Health Services
Iowa Dept. of Public Health
[REDACTED]
[REDACTED]

Ken Sharp
Environmental Health Division Director
Iowa Dept. of Public Health
[REDACTED]
[REDACTED]

Angie Poole
Environmental Specialist Sr.
Iowa DNR
[REDACTED]
[REDACTED]

Michelle Mauro R.N.
Register Nurse-Communicable Disease
Polk County Health Department
[REDACTED]
[REDACTED]

Jeremy Kirk Taylor

[REDACTED]
[REDACTED]
[REDACTED]
June 16, 2013

Re: Director of the Department of Education
Dear Mrs. Churchill:

I would like to apply for the position of Director of the Department of Education. My attitude exemplifies an eagerness to bring elementary students into the twenty-first century using a unique combination of technological experiences coupled with ten years as an elementary educator. I have a Bachelor of Science degree in Early Childhood/Elementary Education, Master's degree in Education Administration, and nine years of teaching experience as an elementary teacher and principal designee. I am a dedicated, enthusiastic educator whose lifelong goal is to create and nurture a love for knowledge in my students. I sincerely believe that every child can learn.

My technology experiences are many. I have a vast knowledge of computers and am very efficient with computer software. I have designed and conducted various faculty and student workshops for training in Microsoft word, Power point, Excel, Intel for Teacher training, Promethean Board, and Whiteboard. Additional computer experiences and skills are included in my resume. My organizational skills are superb, and I project myself well orally as well as through written communications. More importantly, I am a team player and get along well with others.

My resume, which is enclosed, contains other pertinent information on my experiences and skills. I would appreciate the opportunity to discuss the position Director of the Department of Education with you and to provide further information on my candidacy. I can be reached via my cell phone, [REDACTED] or at home. [REDACTED]
Thank you for considering my application and I look forward to hearing from you soon.
Best regards,

Jeremy Kirk Taylor

Jeremy Kirk Taylor

Professional Profile

Eager to bring all children, adult, and continuing education learners into the twenty-first century using a unique combination of educational experiences, research-based instruction, and current emerging technologies. Dedicated to enthusiastic and dynamic teaching as a means of creating and nurturing a lifelong love of knowledge in today's learners.

Education, Honors, and Certifications

Bachelor Early Childhood/Elementary Education

Miles College, Fairfield, AL May 2004

Master Education Administration

Grand Canyon University Phoenix, AZ May 2010

Doctorate of Education

Grand Canyon University Phoenix, AZ currently

National Board Teacher Candidate Birmingham, AL currently

Alpha Phi Alpha Fraternity Inc.

Brother of the year 2003

Thomas Ervin Award 2003

Second Mile Teacher 2012

Hillview Elementary, Birmingham, AL 2012

Second Mile Teacher 2006

Hillview Elementary, Birmingham, AL 2006

Key Qualifications

Experienced Computer Educator

Designed and conducted various faculty training and student workshops for training in Microsoft word, Power point, Excel, Intel for Teacher training, Promethean Board, and Whiteboard.

Computer Skills

Software: Microsoft Windows® and WordPerfect, Publisher, Power point, Microsoft Word, Wikis Spaces, Blogs, Podcasting, Digital storytelling, Think link, Promethean Interactive whiteboard.

Computer Skills Continues:

- Working knowledge of the Internet
- Various Search Engines
- System installations and debugging
- First in Math
- ARMT Achiever
- Study Island
- Brain Pop

Plan and instruct each subject area using wide variety of teaching aids, motivational and implementation strategies to engage students in active learning.

Incorporate learning modality principles into classroom and individual instruction. Develop and conduct inter-grade activities.

Implement technological approaches to subject material. Research educational resources on the Internet. Assist with information retrieval.

To provide direct instruction to students and carry out other instructional duties and instructional support operations according to the provisions of the Alabama State Plan for Adult Education and Family Literacy.

Provide grade level instructions to learners (16 years of age and older who lack basic educational skills) in reading, writing, social studies, science, and/or mathematics so that they can function effectively in society.

Provide instructional leadership and support by conducting workshops, coaching, mentoring, training and otherwise sharing new strategies and ideas with others.

Employment and Related Responsibilities

- *Principal Designee, November 2008 to present*
- *Learn it System, Online Lead Teacher, November 2010 to present*
- *Hillview Elementary Lead Teacher, K thru 5 school, January 2004 to present*
- *Hillview Elementary Science Club Coordinator August 2010 to present*
- *Technology Representative 2004 to present*
- *Berlitz English Instructor, Online Instructor, November 2010 to present*
- *Feeder Pattern Committee Representative December 2010*

- *Education Administration Internship* January-May 2010
- *Instructional Leadership & Curriculum Training* January-May 2010
- *Textbook Coordinator*, August 2006 to present Hillview Elementary School
- *United Way Coordinator*, August 2005 to present Hillview Elementary School

Employment and Related Responsibilities Continues:

- *Alabama Reading Intuitive Training*, July 2005
Price Elementary Birmingham, AL
- *ARI Teacher Training Presenter*, September 2005
Hillview Elementary Birmingham, AL
- *Teaching American History Presenter*, July 2007
Fultondale Elementary Birmingham, AL
- *Advanced Educator Space Academy*, June 2005
Nasa Space & Rocket Center Huntsville, AL
- *Workshop Presenter*, November 2005
Differentiated Instruction, Midfield, AL
- *Student Teacher*, September to December 2003
Glen Oaks Elementary, Fairfield, AL

Computer Related Training Positions & Professional Development

- *Active Shooter Training for Teacher* 2013
Jefferson County Board, Homewood, AL
- *Intel Teach Program for Teacher* April 2010
Jefferson County Board, Homewood, AL
- *Teaching American History Grant*, July 2006 thru July 2007
Jefferson County Board, Homewood, AL
- *Intel for Teacher of the Future*, June 2006
West Jefferson Middle School, Morris, AL
- *Promethean Training Interactive Whiteboard* October 2007
Crumley Chapel Elementary, Birmingham, AL
- *Lego Robotics Training*, October 2005

Nasa Space & Rocket Center

Professional Affiliations

Alabama Education Association
(NSTA) National Science Teacher Association
(ISTE) International Society for Technology in Education
(AASA) American Association of School Administrators
(ASCD) Association for Supervision and Curriculum Development
National Council Social Studies
Alpha Phi Alpha Fraternity Inc.
Boys Talk Youth Mentor

Todd A. Thompson



EDUCATION

University of South Dakota, Vermillion, South Dakota Education Specialist Degree	2007
Drake University, Des Moines, Iowa K-12 Administration Endorsement Program	1997
University of Texas, Edinburg, Texas Master of Education in Counseling	1991
Westmar College, LeMars, Iowa Bachelor's Degree in Physical Education, Minor in Science	1988

EXPERIENCE

<u>Clarksville School District, Clarksville, Iowa</u> <i>Middle School and High School Principal</i> <i>Jr. High Girls Basketball Coach</i> <i>High School Cross Country Coach</i>	2008 - Present
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Responsibilities

- ✓ Staff development and progress for the Middle School and High School.
- ✓ Management of staff and students grades 6-12 in the areas of: student achievement, scheduling, master schedule development, student discipline, teacher evaluations, regular teacher meetings, supervision of extra-curricular activities and student council meetings.
- ✓ Member of the School Improvement Advisory Committee, Technology Committee, Professional Development Committee, Iowa Core Curriculum Committee, Positive Behavior Supports, and the Administrative Team.
- ✓ E2020 Online Curriculum Manager
- ✓ Facilitator (trained) for new teachers and mentors.

Achievements (initiated/assisted)

- ✓ Formed new character development programs, class, and scheduled speakers.
- ✓ Obtained new course offerings through distance education opportunities with area schools and Hawkeye Community College.
- ✓ Started a summer school program (and taught) for middle school students.
- ✓ Created the Clarksville Alternative High School.
- ✓ Restructured our computer lab and obtained computers at no cost.
- ✓ Reduced student ineligibility and the number of students failing classes.
- ✓ Improved school spirit.
- ✓ Promoted a cross country program by volunteering my time.
- ✓ 

- ✓ Introduced Religious Release Time Education Program for high school students.
- ✓ Implemented the daily recital of the Pledge of Allegiance by the entire student body.
- ✓ Started a cross-country program by volunteering my time coaching and scheduling meets.

North Kossuth School District, Swea City, Iowa

2003 – 2008

High School/Middle School Principal – Responsible for supervision of staff and students, assist with extra-curricular activities and eligibility. Organized and implemented School Improvement Committee. Served as Curriculum Coordinator for grades 7-12 and High School Student Council Sponsor. Developed class schedules on JMC Program. Grant Coordinator - applied for and received \$305,000 Carrol White P.E. Grant from the U.S. Dept. of Education and therefore implemented new P.E. curriculum and program. Led weekly staff meetings, started committees and programs. Implemented new policies relating to attendance, work experience, graduation requirements, release time education, Middle School and High School Reform, participated in teacher negotiations, member of Management Team, Strategic Planning Committee, and District Leadership Team.

South Tama County School District, Tama, Iowa

1999-2003

High School Assistant Principal – Responsible for counseling, discipline and attendance of all students. Assisted with the supervision of staff and extra-curricular activities. Participated in interviewing personnel and evaluating staff. Guided a committee to help at-risk students to provide needed services and interventions such as academic, personal, and home issues. Implemented new discipline and attendance policy/strategy. Coached Varsity Track.

Titonka Consolidated School District, Titonka, Iowa

1997-1999

K-8 Principal/Site Administrator/Athletic Director/Counselor - Responsible for the organization and implementation of all school programs and projects. Responsible for all students and staff. Organized several fund raising projects and student ready projects. Served as City's youth Recreation Director. Drafted and received \$35,000 school improvement grant to implement school improvement plan.

Eldora-New Providence School District, Eldora, Iowa

1993-1997

9-12 Guidance Counselor – Provided individual counseling (academic and personal), college planning, Scholarship Coordinator, Director of Testing, Work Experience Program Coordinator, Dollars for Scholars Program Coordinator, Level I Investigator, Peer Helper Instructor, member of various committees. Coached Jr. High Football.

K-4 Guidance Counselor – Provided individual and group counseling, classroom guidance activities, worked with special education students, playground game coach, Student Help Team member, co-coordinator of elementary projects.

Other - High School P.E.

Twin Rivers School District, Bode, Iowa

1991-1993

K-12 Guidance Counselor, K-12 At-Risk Coordinator – Implemented and instructed 7-12 TAG Program, implemented and instructed Volunteer Peer Helper Program, implemented Mentoring Program. Coached High School Track and Jr. High Football. Scouted for High School Football.

Mission Consolidated School District, Mission, Texas

1989-1991

High School Science Instructor - 9th grade at-risk students. Coached Jr. High Football.

COMMUNITY/OTHER

Member of Iowa High School Principal Association

Member of Iowa High School Athletic Association Referee

Clarksville Lions Club Member – organized scholarship fundraiser

Cedar Valley Principal Member

[REDACTED]

Drop-Out Prevention Task Force Member

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Implemented community-wide fitness program as a result of the Carrol White P.E. Grant

Organized a Dollars for Scholars fund raiser

[REDACTED]

Honorable Governor Terry E. Branstad

June 18, 2013

Office of the Governor
State Capitol
1007 East Grand Avenue
Des Moines, IA 50319

Dear Governor Branstad:

Please consider this my application for State Director of the Iowa Department of Education. During my career as a school leader, I have worked in collaboration with personnel from the Iowa Department of Education, local, state and national legislators, and educational agencies. I have had involvement with the Iowa Association of School Boards, School Administrators of Iowa, and area education agencies throughout the state. As a Board Member of ASCD International, I meet several times each year with educators from other states and countries, all who are dedicated to improving education for the benefit of students and their futures. My commitment has always been to foster relationships and promote policies that support continuous improvement in our schools in order for students to achieve at high levels and find success. Now, with the innovative changes that will come about as a result of the much needed Education Reform bill, collaborative partnerships and effective communication will be essential for the reform initiatives and new practices to be embedded in schools.

I have been committed to the implementation of policies and programs that fully prepare students to be college and career ready. As a state, we must face the reality that our educational systems have declined and we need to focus our attention and resources so that Iowa is once again "first in education". We need to continue to communicate the message so that our stakeholders clearly understand that too many students today are not ready to enter the work force. Too many students move through the grade levels without demonstrating proficiency in reading, math, and other important academic areas. We need to attract and keep high quality educators in this state to lead and maintain the necessary changes. A clear vision for our state has been established; Iowa must do better. The educational reform pathways that have been outlined put new plans in place, but we have much work ahead to reach our goals. Success with school reform will require knowledge, courage, and a will to make our schools excellent. The teacher leadership programs will facilitate the reform that Iowa needs. I am confident that we are on the right road, but we need leadership at the state level to make this happen.

I have held meetings with members of the Iowa Department of Education and state legislators to discuss educational issues and ways these could be address problem areas. From 2000-2002, I served on the state team that developed the Iowa Professional Development Model with Dr. Beverly Showers. I was one of two administrators selected to represent schools in the development of this research-based model. I currently serve as a member of the state Response to Intervention task force that focuses on Educator Quality. Our mission is to identify the leadership knowledge and skills necessary for teachers and administrators so that we close the achievement gaps and ensure that every child is proficient in reading by the end of third grade. I understand the need for all educators to engage in these critical conversations about scaling up and establishing structures to support successful implementation as we move forward.

As a school superintendent and Board member of ASCD and Iowa ASCD, I have had face-to-face meetings with past and current Iowa Department of Education Directors and legislators from the local, state, and national levels regarding issues in education. Our discussions have centered on how we could work together and support building the capacity of an educational system to assure a relentless focus on learning. We advocated doing so through clarity and consistency in learning expectations and core instructional practices, by having a learning system informed by data and driven by results that are responsive to student learning needs and ensuring high learning expectations and evidence-based instructional practices.

I led the implementation of a school wide system for teacher and principal evaluation that connects evaluation with student achievement. Our teacher and administrator evaluation system also identifies levels of performance for the teachers' skills. I authored an article published by ASCD on this topic. We continue to use this evaluation system, as I firmly believe that

educators must be accountable for students' learning and we must show data that demonstrates when this occurs. My doctoral research and work as an intermediate agency supervisor who led school leadership development for over 70 school districts, and my position as school superintendent have focused on building capacity through professional learning, coaching and mentoring, effective evaluation systems, and the accreditation process. My background in special education, as well as that of a school administrator leading curriculum and instructional programs, has prepared me to be the voice of educators who understand the processes that need to be undertaken and the relationships that need to be built to achieve positive change.

In 2012, I was asked to speak to members of the House Education Committee. Educational reform was the focus and the House Education Committee Chair, Representative Gregg Forristall, asked that I share my experiences with committee members regarding teacher and administrator evaluation, as well as the need for professional learning to grow quality educators. I continue to have regular dialogues with members of the Senate and House on educational topics. I have met with national members of the Senate and House for the past three years, as Co-chair of Advocacy and Influence for Iowa ASCD. With representatives and senators, I have consistently addressed the need for our nation to reauthorize the *Elementary and Secondary Education Act* and to do so with a sense of urgency, so that we can move away from identifying schools as failing and focus instead on how we help all schools reach success. While Iowa has not received the NCLB waiver, neither *No Child Left Behind* or *Race to the Top* have produced the results that we need.

I understand what works in education; my experiences have centered on assuring we engage in practices and programs that focus on meeting the diverse needs of all learners, their unique interests, and individual abilities. I have led change initiatives that addressed students of low socio-economic levels, those considered at-risk, those with special learning needs, and those with gifted abilities. As an administrator, I have sought and used research-based programs designed to help all students through increased engagement and relevant, rigorous instruction. I have overseen implementation of before and after school and summer academic programs, as well as acceleration and competency based education. I teach courses to aspiring superintendents at the university level on how to be instructional leaders, particularly on how to work in collaboration with Boards of Education, staff, and district stakeholders to effectively implement research-based programs to achieve our primary goal- for all students to grow academically, socially, and emotionally.

Education is constantly evolving and it is our responsibility to help students adapt to a globally connected world. We want all Iowa schools to be world class. By connecting agencies and districts, educators and stakeholders, Iowa should lead the nation. We must be committed to providing a continuum of services that are responsive to struggling, accelerated, and underperforming learners.

I want to lead in our state where partnerships and collaboration are valued, where the focus is on improving student achievement, engagement, and responsibility. To ensure we are successful in this vision, I will work in cooperation with you, as Governor, with staff members, community, legislators, and the State Board of Education, so that together we develop strong working partnerships. The state expects a Director who they can trust and who models sound leadership, while keeping students first. It requires that the Director, in union with the many committed groups, be forward thinking and act upon the vision that the stakeholders have for its students. Iowa's promise to be progressive will be demonstrated through the educational reform plans now underway.

I would greatly appreciate the opportunity to lead education in our state. My life's work has been to ensure that our educational system supports continuous improvement in schools. In the past, Iowa was nationally recognized for high quality education; we must regain this important status, as our students and the strong future of our state depend on this.

I would welcome the opportunity to meet with you to share more about my background and successes as an educational leader. Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Pam Vogel". The signature is written in dark ink and is positioned above the printed name.

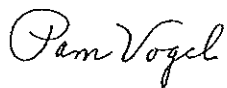
Pam Vogel

June 18, 2013

To Whom It May Concern:

The expected salary range for this position would be \$145,000- \$160,000.

Sincerely,

A handwritten signature in cursive script that reads "Pam Vogel".

Pam Vogel

Superintendent of Schools
East Union Community School District

Dr. Pamela Vogel



PROFESSIONAL GOALS:

- Lead state educational initiatives in order for all students to achieve at high levels
- Ensure that educational reform is systemic and enables all educators to grow professionally
- Facilitate collaborative efforts and policy decisions that support resources for education
- Develop highly effective partnerships between educational agencies and businesses, with a unified focus on high expectations for schools and students
- Provide a statewide system that produces students who are college and career ready
- Promote and expect accountability and high quality instructional leadership skills in schools, through communication with educational agencies, policy makers and local citizens
- Work to ensure that the state attracts and retains talented educators
- Maximize student achievement through ensuring alignment of methodology, resources, instruction, and assessment in educational systems
- Promote public understanding of the need to focus attention and resources in the state so that Iowa is once again "first in education"

PROFESSIONAL STRENGTHS:

- Commitment to the development and implementation of policies that support excellence in education
- Advocacy for students and educational issues at local, state, and national levels
- Strong communication and collaboration skills to create understanding and build consensus
- Experience with development and oversight of innovative educational programs to impact widespread school improvement
- Knowledge of effective use of research-based programs and implementation
- Demonstrated ability to form collaborative teams and partnerships
- Leadership by example, through effective communication of expectations and follow through
- Demonstrated ability to empower others to be leaders and take responsibility for the organization
- Experience in strategic and organizational planning
- Demonstrated leadership and vision with Boards of Education and district stakeholders
- Demonstrated fiscal and human resource management
- High standards of integrity and accountability for self and members of the organization

WORK HISTORY:

2008 - Present Superintendent of Schools, East Union School District, Afton, Iowa

Major responsibilities include enactment of academic and extracurricular programs to ensure student involvement and success, implementation of research-based and innovative programs, goal setting for all educators, including board of education, administrators, teachers and staff; oversight of district's human and financial resources, efficient school operations through communication with departments, passage of a bond referendum and construction for PreK-5 school, expansion of School/Community Resource Program, development of Early Childhood Center and Junior Kindergarten, evaluation of administrative personnel, hiring, negotiations, facilitation of community/school committees, coordination of state accreditation site visit, communication with state and national legislators on educational issues

2010 – Present **Instructor, Iowa State University, Ames, Iowa**

Teach courses to school leaders obtaining superintendent licensure: “Aligning the System for Student Achievement” – *Curriculum, Instruction, Assessment/Accountability, & Culture of Learning*

2006 – 2008 **Supervisor of Leadership Development, Heartland Area Education Agency, Johnston, Iowa**

Major responsibilities included directing leadership services to administrators in 56 public schools and 28 accredited non-public schools, based on current leadership research; development and administration of professional learning and coaching for school administrators that builds their instructional leadership capacity, development of effective teacher and school leadership teams, providing professional support for administrative teams and boards of education to focus efforts on increasing student learning

2002 – 2004 **Middle School Principal, Woodward-Granger Community School District, Woodward, Iowa**

Responsibilities included implementation of middle school concept, teacher teams, facilitation of professional learning communities, professional development, staff evaluation, hiring, budgeting

2000 – 2006 **Director of Curriculum/Instruction and Special Programs, Woodward-Granger Community School District, Woodward, Iowa**

Responsibilities included curriculum, assessment, technology, evaluation, professional development and all pertaining budgets; special education, gifted education, at-risk programming, equity programs, personnel, shared decision making, grant writing, technology integration, systems thinking, facilitator of community advisory and district school improvement committees, coordination of state accreditation site visit

1998 – 2000 **Director of Curriculum and Instructional Programs, Lynnville-Sully Community School District, Sully, Iowa**

Major responsibilities included oversight of curriculum, instruction, assessment, professional development, grant programs, technology, accompanying budgets, facilitator of community advisory committee

1990 – 1998 **Secondary Special Education Teacher, Oskaloosa Junior High School, Oskaloosa, Iowa**

Developed and implemented Life Skills program/curriculum for students with moderate and severe cognitive and physical special needs, to include functional academics, vocational preparation, independent living skills, facilitated opportunities for general education integration and employment opportunities, initiated Peer Helping program for classroom, coached Special Olympics

1988 – 1990 **Secondary Special Education Teacher, Oskaloosa Junior High School, Oskaloosa, Iowa**

Developed and taught program for students with behavioral and learning disabilities in core subject areas, social skills, planned integration transitions to general education

EDUCATION:

- Ph.D.: Educational Leadership and Policy Studies, Iowa State University, Ames, Iowa, 2008, graduated *magna cum laude*.
 - Jordan Larson Award for Excellence in Educational Administration, 2008:
"Leading Change- The Role of the Principal Leading School Improvement through Implementation of the Iowa Professional Development Model"
 - Scottish Rite Fellowship Award Recipient, Dissertation Study Award, 2004
 - Sampson Graduate Fellowship Award Recipient for Leadership, 2004
- Specialist in Educational Administration: Drake University, Des Moines, Iowa; 2000; certificated for superintendency and evaluator approval, graduated *summa cum laude*.
- Master of Science in Education – Secondary Special Education: Drake University, Des Moines, Iowa; 1994, graduated *summa cum laude*.
- Undergraduate Studies: Behavioral Disabilities, Truman State University, Kirksville, Missouri, 1990.
- Bachelor of Science in Education, Elementary and Special Education, University of Iowa, Iowa City, Iowa, 1976.

PROFESSIONAL ACTIVITIES AND SERVICE:

- ASCD International, Executive Board Member, 2013-2016.
- Iowa Department of Education C4K (Connecting for Kids) Educator Quality Committee, 2013.
- Iowa Department of Education Superintendent's Advisory Committee, 2012-2013.
- Iowa Department of Education Governor's Task Force on Early Childhood Assessment, 2012.
- ASCD Leadership Council, Co-chair of Advocacy and Influence, 2010-2012.
- Pilot School for State of Iowa *Response to Intervention* Assessment Program: 2011.
- Teacher and administrator evaluation system, development of leveled system, 2010.
- Iowa Association for Supervision & Curriculum Development Executive Board Member; 2000-Present; President, 2008-2009.
- *Instructional Rounds* Facilitator, Area Education Agency Superintendent Network, 2009-Present.
- Green Hills Area Education Agency Instructional Technology Advisory Committee, 2011- Present.
- School Administrators of Iowa:
 - Professional Development Committee, 2002-2005, 2008-2009.
 - Annual Conference Committee, 2009-2010, 2012-2013.
 - Superintendent of Year Selection Committee, 2011.
 - Executive Leaders Committee, 2011- Present.
- Statewide Leadership Development Committee Website Committee Chairperson, 2007-2008.
- Heartland Area Education Agency 11 Differentiation Advisory Committee, 2005-2008.
- Iowa Department of Education *Focus on High Schools* State Steering Committee, 2004-2006.
- Heartland Area Education Agency 11 Beginning Teacher & Mentor Advisory Committee, 2000-2006.
- Iowa Department of Education Iowa Professional Development Model Stakeholder Committee, 2000-2004.
- State and national presenter and consultant, curriculum mapping, 2001- 2004.
- Heartland Area Education Agency Curriculum Mapping Project Leader, 2000-2003.
- American Association of School Administrators, 1998-2013.

PUBLICATIONS:

- Vogel, P. Evaluations that work for principals, work for schools. *ASCD Express*, April 2013, 8(4).
<http://www.ascd.org/ascd-express/vol8/814-vogel.aspx>
- Armstrong-Vogel, P. Essential concepts for a changing world. *Iowa Educational Leadership*, March 2010, 4-6.
- Armstrong-Vogel, P., Meeting the needs of each student: Implementing and documenting differentiation in the classroom. *Iowa Educational Leadership*, May 2007, 23-29.
- Armstrong, P., Ewell, P., & Akwaji, C. Implementing the Iowa Professional Development Model: An action research study. *Iowa Educational Leadership*, January 2004, 16-24, December 2003, 1-9.
- Armstrong, Pam, What should we teach? A map of a school's curricular path helps us to know. *Iowa Educational Leadership*, October 2001, 1-5.

PRESENTATIONS:

- Educational Reform in Iowa*. Presentation to Iowa House Education Committee, Des Moines, Iowa, February 2012.
- Goal-Setting and Electronic Portfolios for Superintendent Evaluation*. Presentation for Green Valley Area Education Agency 14 Superintendents' Meeting, Creston, Iowa, October 2009.
- Effective Building and District Teacher Leadership Teams*. Presentation for Heartland Area Education Agency 11 Superintendents' Meeting, Johnston, Iowa, February 2007.
- No Child Left Behind*. Panel Discussion for Des Moines School Board, Des Moines, Iowa, August 2007.
- Leadership Teams and Collaboration*. Presentation at Heartland Area Education Agency 11 Curriculum Leaders' Meeting, Johnston, Iowa, February 2006.
- Middle and High School Reform – District Change and How it Can Be Done*. Presentation at the Heartland Area Education Agency 11 Superintendents' Meeting, West Des Moines, Iowa, November 2005.
- Sustaining Professional Development – Connecting the District, Building and Individual Career Professional Development Plans*. Presentation at Iowa ASCD Curriculum Academy III, Des Moines, Iowa, May 2005.
- Comprehensive School Reform Best Practices Conference – Middle and High School Reform*. Presentation for the Iowa Department of Education, Des Moines, Iowa, June 2004.
- Implementing the Iowa Professional Development Model*. Presentation at the North Central Association Commission on Accreditation/School Improvement 2004 Annual Meeting, Chicago, Illinois, March 2004.
- The Iowa Professional Development Model – Making it Work*. Presentation at School Administrators of Iowa Statewide Administration Workshop, Des Moines, Iowa, March 2004.
- The Iowa Professional Development Model*. Research Presentation at Iowa Educational Research and Evaluation Association, Ames, Iowa, December 2003.
- To Prove and Improve Student Learning*. Speech for Iowa Association of School Boards, Annual Conference, Des Moines, Iowa, November 2001.

REFERENCES:

- Dr. Dan Smith, School Administrators of Iowa, Executive Director, Clive, IA, [REDACTED]
- Dr. Tom Narak, School Administrators of Iowa, Government Relations Director, Clive, IA, [REDACTED]
- Mr. Gary Sinclair, Iowa Association School Boards, Financial Co-Director, Des Moines, IA, [REDACTED]
- Dr. Jim Verlengia, Superintendent, Colo-Nesco IA, [REDACTED]
- Dr. Martha Bruckner, Superintendent, Council Bluffs School District, IA, [REDACTED]
- Mr. Joseph Brown, Superintendent, Fairmont Independent School District, MN, [REDACTED]
- Ms. Lou Howell, Iowa ASCD, Executive Director, Clive, IA, [REDACTED]
- Senator Joni Ernst, State Legislator, Iowa District 12, [REDACTED]
- Representative Cindy Winckler, State Legislator, Iowa District 86, [REDACTED]
- Representative Cecil Dolecheck, State Legislator, Iowa District 124, [REDACTED]
- Representative Gregg Forristall, State Legislator, Iowa District 98, [REDACTED]

JUMA MATU WACHIURI

Address: [REDACTED]

Email: [REDACTED]

A management professional with education and training projects management experience.

Experience

2006-Present- Community Support Specialist, RESCARE, INC, USA, a non profit organization that provides support to individuals with various mental and physical disabilities, reporting to the Service Director, responsible for implementing training programs, facilities maintenance, record keeping, individual accounts management and team building.

- Developed and implemented training programs that would enable our clients to live independently. About 30% of our clients are able to live independently in group homes or in their own apartments.
- Ensured Rescare residential facilities were healthy by maintaining high standard of cleanliness that created a comfortable living and working environment.

2003-2005- Youth Development Specialist, YOUTH HOMES OF MID-AMERICA, JOHNSTON, IOWA, reporting to the Program Director with the responsibility of training program development and implementation, planning, report writing, youth supervision and facility maintenance.

- Developed and implemented youth training programs resulting in 60% of our students from inner city backgrounds going through rehabilitation and resuming school.
- Maintained buildings, training equipment and vehicles providing high quality learning and teaching environment.

2002-2006 - Career Development Specialist- BOYS AND GIRLS CLUBS OF AMERICA, IOWA, USA, organizations providing rehabilitation, vocational training and education to children from inner city backgrounds to provide them with employability skills, reporting to Operations Director, responsible for training programs development and implementation, supervision, proposal development, planning, budget development and management.

- Developed a training program that enabled youth to learn employment related skills including job search techniques, application, interviewing and assisted them in getting jobs. An average of 100 graduates of our program got jobs in one year through this program.

1999-2001-Director, ELIM TRAINING INSTITUTE, THIKA, KENYA, a vocational training institute owned by the women's guild of PEFA Church, Thika, reporting to the

Board of Directors, responsible for human and financial resources management, establishment of new vocational training programs for out of school youth to enable them secure employment after graduation, planning, fund raising, budget development and management, human and financial resources management.

- Partitioned abandoned buildings into classrooms, workshops and library to create more room for the students and solicited funds for training equipment, including computers, sewing machines, typewriters and put to use, abandoned equipment donated by WORKAID-UK. This resulted in a surge in enrolment by 40% and revenue by 60%.
- Recruited, oriented, trained, developed and built a strong team of trainers that initiated the new programs resulting in high quality training to over 200 students per year.

1997-1998- Took study leave for graduate work at the Institute of Social Studies.

1993-1997- Director, NAKURU COMMUNITY CENTER, NAKURU, KENYA of the National Council of Churches of Kenya (NCKK) with the Small Scale Business Enterprises program funded by USAID, reporting to the Board of Management, with the responsibility of human and financial resources management, fundraising, planning, developing and coordinating management training programs for staff and vocational training programs for out of school youth to enhance their employability and acquire skills for self employment,

- Developed and implemented staff management training programs and vocational training programs to out of school youth from poor families including Business studies, tailoring and dressmaking, computer training, Secretarial training and foreign languages.
- Ensured teams of trainers were developed to provide quality services to our students. This effort resulted in an upsurge in enrolment, revenue and the number of youth securing employment in the community.
- Renovated abandoned buildings converting them into workshops, library and classrooms to create room for the new students, bought new furniture, utensils, training equipment improving the quality of services provided and enhancing revenue and enrollment by 60%

1990-1992- Attended Okanagan Bible College, Kelowna, BC, Canada

1978-1990- Principal, MAGUTU HIGH SCHOOL, KARATINA, KENYA, reporting to the Board of Governors with the responsibility of managing education programs, overseeing daily operations, enhancing the curriculum, developing quality assurance, human and financial management, implementing grant programs, managing budgets, developing education materials, editorial control of school publications, maintenance of relationships with partners and development of funding proposals.

- through a strong network of local and international partners/donors, I raised enough funds for construction of 4 classrooms, 4 staff houses, a science laboratory, a library, a dining hall and kitchen and a dormitory and equipped them

- all. My effort resulted in an enhancement of the enrollment from 95-320 students and revenue by 70% very high academic and co-curricular performance.

Education

- MA- International Development - Employment and Labor Studies with Specializations in Human Resources Management, Labor Relations and Trade Unions and Human Resources Development and Employment Strategies

Research: "Empowerment through Training: An assessment of The Community Based Training Institutions and Programs in Kenya"

Institution- Institute of Social Studies, The Hague, The Netherlands, a graduate school of international development studies

Scholarship- by World Council of Churches, National Council of Churches of Kenya and the Dutch Government

- BRE- Bachelor of Religious Education

Institution- Okanagan Bible College, Kelowna, BC, Canada

- -Diploma in Education

Institution- Kenyatta University, Nairobi, Kenya

Further Training

- Educational Administration and Management

Facilitators- Kenya Education Staff Institute, Nairobi

- -Total Quality Management- TQM

Facilitators- Kenya Institute of Management, Nairobi, Kenya Computer Operations

Volunteer Work

- [REDACTED]
- Member, Nakuru District Adult Education Committee
- [REDACTED]
- [REDACTED]
- [REDACTED]

Languages- English, Kikuyu, Swahili

Hobbies- [REDACTED]

Gabel, Sheryl [DAS]

From: William Wilson [REDACTED]
Sent: Thursday, June 20, 2013 8:51 PM
To: Gabel, Sheryl [DAS]; Churchill, Susan [DAS]
Subject: Update to Application for Director, Department of Education

Ms. Gabel; Ms. Churchill:

Thank you for confirming receipt of my cover letter and resume for the position of Director, Department of Education (12221BR). Please attach the following [REDACTED] to my cover letter:

1. *Leadership and vision working with educational boards and stakeholders.* (A) It was my vision and business plan, submitted to the Board of Mercy Hospital, that led to my hiring to implement the formation of the Mercy College of Health Sciences here in Des Moines. (B) Hired from outside Bible college circles, it was my leadership and vision that led to the revision and adoption of their 114-member college accrediting body's criteria, policies, and procedures, such that the sanction of the U.S. Department of Education was lifted, and their accrediting authority was able to continue. (C) I served as the chief counsel to this accrediting body's 14-member Commission on Accreditation, setting the agenda, preparing materials, and lending expertise regarding the degree to which compliance with accrediting criteria had been documented by each college appearing before it. (D) My cover letter for the Director, Department of Education, contains a further example of my vision, and I am prepared to provide the leadership necessary to see it through adoption.
2. *Development and oversight of key educational programs.* (A) It was my leadership that added general studies and initiated degree programs at Mercy College, whose School of Nursing had to that point merely granted diplomas. (B) I conducted consultation visits to over 50 colleges in the U.S. and Canada, analyzing operations and providing counsel to these colleges regarding a host of issues, including their academic programs.
3. *Administration within a medium to large educational system or district.* The Bible college accrediting agency for which I served as Associate Director, hired as an outsider as described above, was an association of 114 colleges spread throughout the U.S. and Canada, a rather large educational system.
4. Salary requirements. I would be happy with whatever is budgeted for this position.

Thank you for adding these responses to my cover letter.

William Wilson
[REDACTED]

Churchill, Susan [DAS]

From: William Wilson
Sent: Sunday, June 16, 2013 9:27 PM
To: Churchill, Susan [DAS]
Subject: Application for Director, Department of Education

June 16, 2013
Governor Terry Branstad

State Capitol

1007 E. Grand Ave.

Des Moines, IA 50319

C: Lt. Gov. Kim Reynolds

Sen. Brad Zaun

Rep. Jake Highfill

Ms. Susan Churchill

Dear Gov. Branstad:

Your consideration of my qualifications to serve as the Director of the Iowa Department of Education is appreciated.

My interest in this position stems from a strong desire to focus the State's energy and resources on the interaction between teacher and student, granting "freedom to teach, freedom to learn". It is my opinion that the bureaucratic schooling system that has grown up around this essential interaction has become the problem, even to the point of harming that relationship between teacher and student. Nonteaching personnel soak up millions of dollars that should be going to teachers. Today's typical high school diploma has become basically meaningless, and we are sending far too many graduates into the adult world grossly ill-prepared for the responsibilities they are expected to assume.

I have a doctorate in education, teaching experience on the elementary and secondary levels, and administrative experience on the collegiate level. I have provided leadership on the national level, am certainly capable of administering the bureaucratic schooling system, and will do so. But my vision is to replace that system with one that can transform education in Iowa and, with Iowa as the model, in the nation. I fully realize that you will be expected to nominate someone who is currently a player in the system, but I am hopeful that, having read my vision for education below, you will catch a glimpse of what education can be, and will risk nominating someone like myself who would like to change the system, not perpetuate it.

What I am suggesting is akin to nominating someone to lead a transportation department in the late 1800s. Everyone was accustomed to the system. Horses and buggies were the thing. They got people from point A to point B. The horse sellers, blacksmiths, and wheelwrights had a vested interest in the *status quo*. And a reform had just been initiated to make a better horseshoe. It was expected that another "horse and buggy man" would be nominated to the post. But by taking the bold step of nominating someone with a new vision for transportation, the era of automobiles and airplanes was born.

Please excuse the following excursion, but it will let you know a little more about me.

Vision for Education in Iowa and the Nation

American education is weak, bloated, and deteriorating. Far too many reform efforts merely tinker around the edges, do not get at the root of the problem, and only increase costs without producing significant results. It is time for bold, systemic change.

Education takes place between teacher and student, and all attention should be focused on that relationship. All moral persons having demonstrated the desire and ability to teach, and passing tests described below, should be authorized to do at the Form One and Form Two levels (elementary), and paid an average of \$5,000 per student by the State (more for students of low IQ), to a maximum of ten students. Parents contract directly with the teacher, who has clearly advertised what his or her philosophy and goals are, and what materials and methods he or she will use during the year. Parents are responsible, under penalty, for providing breakfast for their children before transporting them to the teacher, providing them with a healthy lunch, and retrieving them when classes end for the day. Students will advance to the Form Two Level after scoring 98% or higher on the State's Certificate I Exam, the main focus of which is to certify competence in English grammar expected of an American ten-year old, and will receive a Certificate I. Form Two focuses on logic and literature, among other subjects, with Certificate II being awarded to students scoring 98% or higher on the Certificate II Exam, which certifies competence in logical thinking and the English language expected of an American 14-year old.

Forms One and Two are basically tutorial in nature, and involve a student-teacher ratio of no greater than 10:1, thereby greatly enhancing the interaction not only between student and teacher, but also between parent and teacher. Having eliminated social promotion in favor of advancement based upon competency, the seriousness of the endeavor will be understood by all. With classes diffused throughout the community, the need for administrators, facilities, non-teaching staff, etc., is eliminated. The expectation that parents once again assume even this slightest degree of responsibility for their children can only be good for our society. Authorizing as teachers all moral persons who demonstrate the desire and ability to teach opens the door to countless individuals who, due to over-regulation and bureaucracy, are at present prevented from using their God-given abilities to teach our youth. Documentation of moral character and the ability to teach can be as simple as submitting letters of recommendation from pastors, priests, rabbis, imams, or others qualified to make these judgments, and can be confirmed in subsequent years by the results achieved (weighted by student IQ). Passing a test on English grammar for Form One teachers and English grammar, literature, and logic for Form Two teachers will document competence in these areas.

Form Three (secondary) education will focus upon the development of writing and speaking skills. But, once again, parents will contract with a teacher or teachers competent in the areas of English, history, mathematics, etc. Certificate III will be awarded to students who score 98% or higher on the Certificate III Exam, which will certify adult-level skills in grammar, logic, and rhetoric, knowledge in history, science, and other subjects; as well knowledge with respect to personal integrity, family life, and citizenship. For being the final certificate in a person's basic education, Certificate III would verify that the graduate knows what it means to be a good person, a good parent, a good neighbor, and a good citizen, and that the recipient is indeed educated at a level necessary for assuming a constructive role as an adult in our society. Certificate III recipients under the age of 18 should be granted the right to vote, and driving privileges should be delayed until age 18 *except* for those who achieve Certificate III and who have a clean criminal record. These latter provisions will help to focus the student's attention, and curb a host of ills that currently plague our society.

Form III teachers must likewise present letters of recommendation from the above-named references regarding their moral character and teaching ability, and must pass competency tests in the areas they wish to teach.

Under this system only two small State offices are required: Teacher Authorization and Certificate Examination. No longer will there be a need for a Department of Education, school districts, superintendents, area education agencies, college schools of education, local boards of education, and a whole host of nonteaching personnel and expenses. The savings would be tremendous, and the corresponding ability to

monetarily reward teachers greatly enhanced. And unlike current high school diplomas, the certificates awarded would mean something, namely, competence.

This tutorial model will replace the schooling model. Every student will get the full attention he or she deserves. No longer will brighter students be held back, nor will students who need extra attention drop through the cracks. Smaller classes will mean better discipline and less exposure to negative role models, the latter being fewer in number due to the accountability built into the parental contract. School buildings filled with children will no longer be targets for deranged gunmen or for the chance tornado. Music and athletic activities will be sponsored and operated by the local community. More qualified persons will be attracted into the teaching profession, knowing not only that the problem of disruptive students is greatly reduced due to the parental contract, the tutorial model, the elimination of social promotion, and the student incentives to knuckle down and apply themselves, but also knowing that they will receive appropriate remuneration due to the elimination of nonteaching personnel and the schooling bureaucracy

And teachers will be free to teach, no longer mere workers in a heavily-regulated union job beholden to politically-formulated standards and those who devise and enforce them. Form I teachers will be free to choose their curriculum and methods, knowing that their goal is to produce students who can read at the Certificate I level. Likewise, Form II and III teachers will be free to use their professional creativity to move their students toward competency in the areas described above. And students will be free to advance at their own pace toward certificates that actually mean something.

This may be a bridge too far, but life is short and we only get one chance to make a difference.

Thanks for reading, and for your consideration.

Sincerely,

William Wilson

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Resume

William Wilson

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Education

Doctorate in Education (higher education) from The College of William & Mary, Williamsburg, Virginia; **Master of Arts** (religion) from Concordia Seminary, St. Louis; **Bachelor of Education** (elementary education) from Concordia College, Seward, Nebraska

Professional Experience in Education

Administrative Dean of the Mercy College of Health Sciences, Des Moines; **Associate Director** for two college accrediting agencies: the Council on Chiropractic Education, West Des Moines, and the American Association of Bible Colleges, Fayetteville, Arkansas; **Junior and Senior High School Teacher** at First Lutheran School, San Fernando, California, and **Elementary School Teacher** in Missouri and Kansas

Leadership

Founded the Mercy College of Health Sciences, leading the effort to transition the diploma-granting school of nursing into a degree-granting, accredited, college of health sciences; **saved** the accrediting authority of the American Association of Bible Colleges, hired from outside their circles to objectively analyze the organization and initiate changes that would lift sanctions from the U.S. Department of Education; **chief counsel** to the above agency's Commission on Accreditation, providing technical advice to this 14-member body regarding their decisions with respect to each college appearing before it; **consultant** to colleges across the U.S. and Canada regarding changes they must make to document compliance with accrediting criteria; **saved** an adoption agency, Gift of Love International Adoptions, from financial collapse, obtaining nonprofit status, reigning in costs, and opening new markets.

Points of Contact

Joe Estes, MAXIMUS, Inc., Project Director, Healthy and Well Kids in Iowa Program (hawk-i); [REDACTED]

Political Affiliation

[REDACTED]

June 12, 2013

Susan Churchill
Iowa Department of Administrative Services
Hoover State Office Building

Dear Susan:

I am writing to express my interest in the position of the Director of the Iowa Department of Education. As the Director of Strategic Initiatives for the Iowa Department of Education, I help ensure the successful development and implementation of the agency's top priorities. As a key member of the team that designed Governor Branstad's successful education reform legislation, I am fully invested in the Governor's vision of ensuring all children in Iowa receive a world-class education. I believe that I have the skills and experience to lead the Department's implementation of the most ambitious and promising education reform agenda in the nation.

First, I have a 15-year track record of success in the education sector. I taught successfully in both rural and urban schools. I also launched and led Teach For America on the Pine Ridge and Rosebud Reservations in South Dakota, raising the funding and creating a professional development system to support nearly 100 teachers over five years. In addition, I was one of the first staff members at Teach For All, a global network of entrepreneurs working to eliminate educational inequity in their countries, and helped develop partner programs around the world.

Second, as the Director of Strategic Initiatives, I possess the expertise and familiarity needed to ensure a seamless leadership transition. I led the development of Iowa's teacher leadership and compensation system and am committed to its successful implementation. I have also engaged in most of the Department's top priorities and have a clear vision for the work ahead.

Third, I have developed important internal and external relationships in Iowa. I serve on the Department's senior leadership and management teams and have strong relationships with each member of these teams. I have also traveled across Iowa and built key connections with superintendents, AEA staff and the leaders of the state's educational organizations.

Finally, I possess a deep knowledge base in leading public organizations, including a Master's degree in public administration with a concentration in public management and a Doctorate in education leadership from Harvard University (which included coursework at Harvard Business School and the Kennedy School of Government). My professional goal is to lead a state department of education, and I have tailored my experiences accordingly.

Thank you for taking the time to consider my interest.

Sincerely,

Ryan Wise

Dr. Ryan Wise



EXECUTIVE SUMMARY

I am an experienced education policy professional with a record of success at the school, district, state, national and international levels in both public and non-profit organizations. My focus is on improving student achievement at scale by leading teams in developing and implementing instructionally centered strategies. I am a path-breaker in designing and implementing innovative solutions to complex problems.

EDUCATION

Harvard Graduate School of Education

Doctor of Education Leadership; May 2013

Coursework: leadership and management, learning and teaching, adult development, assessment, statistical analysis, policy and politics, organizational strategy and design, education budgeting and finance

University of Nebraska at Omaha

Master of Public Administration; December 2008; GPA: 3.97

Concentration: Public Management

Creighton University

Teacher Education Certification Program; December 2000

Endorsements: History and Social Studies

Creighton University

Bachelor of Arts; May 1998; Summa cum Laude; GPA: 3.96

Major: History

PROFESSIONAL EXPERIENCE

Iowa Department of Education

Senior Policy Fellow, July 2012–February 2013; Director of Strategic Initiatives, February 2013–present

- Facilitated, over seven months, a 25 member task force that developed recommendations for a state-wide teacher leadership and compensation system
- Served as the lead writer and editor for the task force's final report
- Solicited feedback from education stakeholders across Iowa on the recommendations of the task force
- Led the cost modeling process to determine the financial impact of the proposed compensation system
- Assisted in writing the legislation creating the teacher leadership and compensation system
- Provided information to legislators on education reform legislation
- Helped develop content and pedagogy testing requirements for all teacher candidates in Iowa
- Supported multiple teams on critical agency-wide priorities including implementing the Iowa Core, updating and improving support for low-performing schools and districts and developing a plan for improving Iowa's assessment system

Teach For All

Managing Director, Growth Strategy and Development, May 2008–August 2010

- Managed the relationship between Teach For All and entrepreneurs in more than 25 countries aspiring to launch organizations based on the Teach For America model

- Engaged with entrepreneurs to assess potential for partnership, provide on-the-ground support and assist in stakeholder outreach (travel included Kenya, Nigeria, China, Malaysia, Thailand, Pakistan, the United Arab Emirates, Peru, Brazil, Portugal, Spain, Bulgaria, Germany, Lithuania, Norway and the United Kingdom)
- Supported entrepreneurs in developing high-quality business plans
- Managed multiple staff members based in several countries
- Co-designed the criteria local organizations must meet to become a Teach For All partner
- Facilitated Teach For All's process for making partnership decisions

Teach For America – South Dakota

Executive Director, June 2003–May 2008

- Served as the region's founding Executive Director
- Co-designed, in partnership with the South Dakota Department of Education, an alternative certification pathway that enabled Teach For America's expansion to South Dakota
- Built and maintained partnerships with five public and Bureau of Indian Affairs grant schools on the Pine Ridge and Rosebud Reservations
- Designed regional induction and orientation programs for new corps members
- Managed the creation and delivery of an ongoing professional development program for all corps members to ensure they achieved measurable improvement in student achievement
- Developed a diversified base of financial support from public and private sources from across South Dakota and grew Teach For America's annual fundraising in the state from \$0 to over \$400,000
- Managed the region's program staff to effectively support corps members in their classrooms

Omaha Central High School, Omaha, NE

Teacher, July 2000–May 2003

- Taught 11th grade American History and 12th grade World History
- Co-wrote the World History curriculum and the American History Criterion Reference Test for the Omaha Public School District
- Served on multiple committees: safe and secure schools, scholarship and principal advisory
- Coached the sophomore volleyball team and served as assistant varsity coach

Rosa Fort High School, Tunica, MS

Teacher, July 1998–June 2000

- Taught History, Sociology and Psychology as a Teach For America corps member

FELLOWSHIPS AND ADDITIONAL EXPERIENCE

United States Department of Education

Graduate Fellow, Office of the Deputy Secretary, Implementation and Support Unit, June–August 2011

- Developed goals and measures of success for the ISU in the areas of teacher evaluation, school turnaround, academic standards and assessment implementation
- Created a performance dashboard to track the progress of states receiving Race to the Top funding
- Co-designed strategy for sharing best practices in education reform between states

Bush Foundation

Leadership Fellow, August 2010–May 2012

- Selected as one of 17 fellows (out of more than 150 applicants) from the Dakotas and Minnesota to pursue a self-selected course of study and engage in on-going leadership development seminars

Capital Area United Way (Pierre/Ft. Pierre, SD)

Board Member, 2009–2010

- Served as executive board member and member of the budget and allocation committee

Teach For America Summer Training Institute

School Director, Jefferson Davis High School, Houston, TX, June 2002–August 2002

- Ensured that 50 Teach For America corps members met specific objectives that characterize effective teaching and that students attained rigorous academic goals
- Responsibilities included: collaborating with the site-based administration, developing an operations plan for the school program and managing 10 faculty members

PUBLICATIONS

Creating a Teacher Leadership and Compensation System in Iowa (publication pending). April 2013. Doctoral capstone, Harvard Graduate School of Education.

Overcoming the Achievement Divide: Key Challenges and Solutions for Iowa's Schools. November 13, 2012. Iowa Department of Education. (Co-author and lead editor).

World-class Education for Students is Possible. October 20, 2012. The Gazette.

Task Force on Teacher Leadership and Compensation: Final Report. October 15, 2012. Iowa Department of Education. (Lead author and editor).

AWARDS AND RECOGNITION

Ryan Wise Day: May 2, 2008 declared Ryan Wise Day on the Rosebud Reservation by the President of the Rosebud Sioux Tribe

South Dakota Leaders Retreat: selected as a top leader with high potential for future public service, 2005

Schleich Award: awarded to the top history major at Creighton University, 1998

Alpha Sigma Nu: National Jesuit Honor Society (the top honor at Jesuit Universities), 1997